

ANNUAL PLANNING INFORMATION REPORT

FISCAL YEAR 1991

PENNSYLVANIA



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Commonwealth of Pennsylvania
Robert P. Casey, Governor

Department of Labor & Industry

Bureau of Research & Statistics

COMMONWEALTH OF PENNSYLVANIA



DEPARTMENT OF LABOR & INDUSTRY
BUREAU OF RESEARCH & STATISTICS

ANNUAL PLANNING INFORMATION REPORT
FOR
PENNSYLVANIA

Annual publication containing economic and demographic statistics
and analysis for use in planning and administering job
development and training programs.

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P R E F A C E

The Annual Planning Information Report (APIR) is designed to provide basic statistical data and analyses to aid planners who are in need of socioeconomic information, particularly as related to job development and training programs. Users of this report are perceived to be planners and administrators; vocational educators; state and local officials; business, labor and other community groups. The report includes information on employment and unemployment; wages and earnings of production workers in manufacturing; population demographics; job openings received by local offices of Job Service; and occupational employment trends.

An Annual Planning Information Report is prepared for the State, each Primary Metropolitan Statistical Area (PMSA), and each Metropolitan Statistical Area (MSA). All reports are available by contacting state or area labor market analysts.

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SECTION I

HIGHLIGHTS

A. Highlights of the Report

STATE EMBODIES FORTY LABOR MARKET AREAS

Pennsylvania is divided into 67 counties which comprise 40 labor market areas, twelve of which are designated Metropolitan Statistical Areas (MSAs) while three are termed Primary Metropolitan Statistical Areas (PMSAs).

REPORTED INCREASE IN PENNSYLVANIA'S POPULATION

Preliminary census estimates show an increase of 16,923 in Pennsylvania's population from 1980 to 1990. Thirty-two counties within Pennsylvania had population gains over this time period.

MINORITIES AND YOUTH CONTINUE TO FACE EMPLOYMENT PROBLEMS

During 1989, Pennsylvania's labor force averaged 5,857,000. Of this total, 264,000 were out of work and seeking employment yielding a state average unemployment rate of 4.5 percent. Youth 16 to 19 years of age displayed an unemployment rate of 13.3 percent, more than twice the rate for all persons. The total minority group also suffered relatively high levels of joblessness during 1989 with a rate of 8.3 percent.

GOODS PRODUCING JOBS DECLINE

In Pennsylvania, manufacturing jobs have declined by 638,600 from the record high in 1953 to the 1990 level of 1,014,900. The mining industry has suffered major losses falling from 222,200 in 1940 to 27,500 in 1990.

SERVICE PRODUCING INDUSTRIES AT RECORD HIGH LEVELS IN 1990

The service producing industries to include retail trade, service, and finance, insurance and real estate were at record high levels in 1990.

NONAGRICULTURAL EMPLOYMENT EXPECTED TO RISE

Nonagricultural wage and salary employment statewide is expected to rise beyond 5.1 million through 1995. This represents an increase of about 400,000 jobs from 1985 as compared with an increase of about 300,000 jobs between 1975 and 1985.

COMMONWEALTH PER CAPITA INCOME UP 6.5 PERCENT IN 1989

Dividing total personal income for a year by the state's total resident population yields per capita personal income. During 1989 Pennsylvania's per capita income averaged \$17,269 reflecting a rise of 6.5 percent since 1988 and placing the state twentieth among all states in the nation. The 1989 United States average was \$17,596.

PHILADELPHIA PMSA
SHOWS HIGHEST
AVERAGE ANNUAL
WAGE

At \$25,314 in 1989, the Philadelphia PMSA posted the highest average annual wages among the state's 15 Metropolitan Statistical Areas. The Pittsburgh PMSA and Reading MSA followed with wages of \$22,530 and 22,144 respectively. These data are based on total payroll of UC-insured workers and federal government employees divided by the total number of employees.

EMPLOYMENT
POTENTIAL HIGH
FOR NURSES AND
CASHIERS

Based on their ability to generate hiring potential during the 1980s, the occupations of professional nurse and cashier led all others in Pennsylvania. This is not surprising as nurses are found throughout all industries within the expanding health field while cashiers are found in most sales related industries.

PUBLIC AND
NON-PUBLIC
SCHOOL ENROLLMENT
CONTINUES TO
DECLINE

During the period 1973 through 1990 public school enrollment has declined steadily, down a net 706,014 or 30 percent. Despite two yearly increases during the 17 year period, enrollment among Pennsylvania's non-public schools shows a net loss of 114,873 or 25 percent.

JOB SERVICE
FILLS 118,362
JOB OPENINGS

In the twelve-month period ending June 30, 1990, Job Service offices received a total of 173,785 job openings, with 118,362 jobs filled. Clerical and sales occupations comprised the largest group of openings filled. A total of 593,826 applicants registered for work at Job Service offices during the year.

STATE UNEMPLOYMENT
RISES IN 1990

Unemployment among Pennsylvania residents rose to 318,000 during 1990, an increase of 54,000 over the year. This is the first rise in the jobless level since the 1982-83 period and represents 5.4 percent of the 1990 civilian labor force.

SECTION II

POPULATION AND LABOR FORCE CHARACTERISTICS AND TRENDS

A. Definition of Area

The Commonwealth of Pennsylvania, the Keystone State, is in the Middle Atlantic Region of the United States and is bordered by six states: New York on the north and northeast; New Jersey on the east; Delaware and Maryland on the south; West Virginia on the south and west; and Ohio on the west. The Delaware River on the east separates the Commonwealth from New Jersey and southeastern New York. In the northwest, Lake Erie provides 51 miles of coastline.

Pennsylvania measures 307 miles by 169 miles at its widest points and has a total land area of 45,333 square miles. The State ranks thirty-third in land area out of the 50 states. The Appalachian Mountain Range crosses Pennsylvania diagonally from northeast to southwest and covers almost three quarters of the entire state. Mount Davis in Somerset County is the highest peak at 3,213 feet.

Pennsylvania's resident population of 11,864,720 for 1980, yields a density of 262 people per square mile and is the home of 5.2 percent of the U.S. population. According to 1980 census data, Pennsylvania's population is 69.3 percent urban and 30.7 percent rural. The Commonwealth is divided into 67 counties which make up 40 labor market areas including 12 Metropolitan Statistical Areas (MSAs) and 3 Primary Metropolitan Statistical Areas (PMSAs). Preliminary census estimates report the 1990 population of Pennsylvania at 11,881,643.

Pennsylvania has an excellent highway system which provides easy access to major marketing areas and seaports. There are 42,000 miles of state administered paved roads in Pennsylvania, more than in New Jersey and all of New England combined. The Pennsylvania Turnpike, the first turnpike in the U.S., connects the major metropolitan areas of Philadelphia and Pittsburgh.

Farmland comprises one-third, 8.5 million acres, of Pennsylvania's total land. Pennsylvania leads the nation in the production of mushrooms, potato chips, pretzels, and the number of meat slaughterhouses and licensed bakeries. The state ranks second in the production of ice cream, sherbet and frozen dairy products, egg-type chickens hatched and poultry processing plants; ranks third in the production of veal, eggs, and layer chickens; ranks fourth in the production of Italian cheese, grapes, silage corn, cut flowers and potted flowering plants. Pennsylvania's milk production ranks fifth in the nation.

Philadelphia, the largest city in Pennsylvania and the fourth largest in the U.S., is rich in the history of the American Revolution. Located on the Delaware River in the southeast section of the state, Philadelphia is the world's largest freshwater port and also a large oil refining center.

Pittsburgh, the state's second largest city, is located in southwestern Pennsylvania where the Allegheny and Monongahela Rivers meet to form the

Ohio River. Universally known for its production of steel, Pittsburgh is also the largest inland port in the United States, its goods reaching the Mississippi via the Ohio River.

Erie, situated in the northwest on the shore of the Great Lake of the same name, is the third largest city. Erie has also become an important port, making it a favorable location for industry. The Great Lakes and St. Lawrence Seaway provide an approach to the Atlantic Coast.

The capital of the state is Harrisburg. Located in south-central Pennsylvania, the capital city is easily accessible by a network of state and interstate highways.

Pennsylvania's economy, like the nation's, is undergoing a structural transition - a major shift from a heavy emphasis on the goods-producing sector (mining, construction and manufacturing) to more emphasis on the service-producing sector. This transition has been taking shape since the 1950s but only in the last decade has it gained momentum, particularly since the 1982-83 recession.

Economies such as Pennsylvania's which have been built on a goods-producing base are more susceptible to the business cycle fluctuations and traditionally suffer greater cutbacks during recession. The more severe the recession, and the 1982-83 recession was as severe as any since the 1930s, the tougher it is to reverse the effects of deep cutbacks. Pennsylvania, nevertheless, has bounced back far better than most people expected. We are becoming a State with a more recession-resistant economy based on a better industrial mix in the goods-producing sector and with more emphasis on the service-producing industries. This transition is led by an increasing demand for information and its timely delivery as well as the rapid growth of advanced technology. It has arrived, as we all now realize, with some pain and sacrifice as the reallocation of resources, especially labor, has hit the western Pennsylvania areas particularly hard. There, unemployment rates remain stubbornly high relative to other areas of the Commonwealth or the nation as a whole. This is true despite the fact that we are in the midst of record-setting economic expansion.

There is much talk of an expanding services sector ultimately contributing to a backward moving economy. An economy where menial, low-paid jobs are the rule of the working class. This thinking is far from the truth as service is rapidly becoming synonymous with information and technology. As for compensation, during recent years, service-producing industry jobs have actually had larger wage increases than the goods-producing sector. In Pennsylvania, the service sector employs a multitude of residents who are classified occupationally in such challenging fields as engineering, computer science, mathematics, accounting, law and health. Throughout the Commonwealth, the service economy is undoubtedly becoming more dynamic, versatile, and knowledge intensive with each passing day.

MAP 1



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

MAJOR AREA

MSA - METROPOLITAN STATISTICAL AREA

PMSA - PRIMARY METROPOLITAN STATISTICAL AREA

SECTION II

POPULATION AND LABOR FORCE CHARACTERISTICS AND TRENDS

B. Population Characteristics and Trends

Between 1970 and 1980 Pennsylvania's population increased by fewer than 64,000 people or a little more than 0.5 percent. Most of the state's 67 counties gained population, although ten of them lost residents. This was particularly true in Allegheny and Philadelphia counties, the state's two major urban centers, which together lost more than 416,000 people in ten years. This was a reflection of the tendency of people to move out of center cities to the suburban counties, as well as the general shift of population from the industrial states of the Northeast to the Sun Belt states of the West coast, Southwest, and the South. This drain on urban population slowed somewhat between 1980 and 1990, when Allegheny and Philadelphia counties lost about 216,000 residents, a drop of 6.9 percent, compared with a loss of 11.7 percent between 1970 and 1980. The state as a whole recorded a small increase of 0.1 percent in its population between 1980 and 1990, similar to the previous decade when there was a nominal gain of 0.5 percent.

It should be noted that the 1990 data in Table 1 are preliminary figures issued by the U.S. Census Bureau. It is likely that the final Census figures, which will not be released until some time in 1991, will differ from those in Table 1, although it is impossible to predict either the direction or the magnitude of any possible changes.

Although only ten counties lost population during the 1970s, 35 counties suffered population losses between 1980 and 1990. This indicates substantial differences between population-gainers and population-losers. As Table 1 shows, the rate of population loss in Allegheny and (especially) Philadelphia counties slowed considerably in the 1980s, but the problem became more widespread throughout the state.

The largest percentage losses were 11.4 percent in rural Cameron County and 11.0 percent in urban Cambria County, followed by 10.2 percent in Lawrence County and 9.0 percent in Beaver County. (Both Cambria and Beaver counties are urban areas heavily dependent on the ailing steel industry). On the other hand, the largest percentage gains in population in the past eight years were 53.1 percent in rural Pike County and 37.9 percent in the resort area of Monroe County. Both of these sizable population gains resulted in part from an influx of people fleeing the high real estate costs of the suburban New York City-northern New Jersey area and attracted to the relatively low home prices in rural parts of eastern Pennsylvania. Other counties with large percentage gains (greater than ten percent) in residents were Bucks and Chester counties in the suburban Philadelphia area, prosperous Lancaster County, Perry County in suburban Harrisburg, Union County, and rural Adams and Wayne counties. These last two areas are beginning to display the same pattern of in-migration of people seeking under-valued property that has been going on for several years in Monroe and Pike counties.

Substantial population losses in many Pennsylvania counties can be attributed to a number of factors, among them the decline in employment in the state's manufacturing industries and the transfer of many factory jobs to other states in the past ten years. The counties most severely affected by this population loss are Allegheny, Beaver, Cambria, Fayette, Luzerne, Philadelphia, Washington, and Westmoreland.

TABLE 1
POPULATION OF PENNSYLVANIA COUNTIES
1990, 1980, AND 1970

County	Preliminary 1990 Census	1980 Census	1970 Census	Change 1980 to 1990		Change 1970 to 1980	
				Number	Percent	Number	Percent
Pennsylvania	11,881,643	11,864,720	11,800,766	16,923	0.1	63,954	0.5
Adams	78,274	68,292	56,937	9,982	14.6	11,355	19.9
Allegheny	1,336,449	1,450,195	1,605,133	-113,746	-7.8	-154,938	-9.7
Armstrong	73,478	77,768	75,590	-4,290	-5.5	2,178	2.9
Beaver	186,093	204,441	208,418	-18,348	-9.0	-3,977	-1.9
Bedford	47,919	46,784	42,353	1,135	2.4	4,431	10.5
Berks	336,523	312,509	296,382	24,014	7.7	16,127	5.4
Blair	130,542	136,621	135,356	-6,079	-4.4	1,265	0.9
Bradford	60,967	62,919	57,962	-1,952	-3.1	4,957	8.6
Bucks	541,174	479,211	416,728	61,963	12.9	62,483	15.0
Butler	152,013	147,912	127,941	4,101	2.8	19,971	15.6
Cambria	163,029	183,263	186,785	-20,234	-11.0	-3,522	-1.9
Cameron	5,913	6,674	7,096	-761	-11.4	-422	-5.9
Carbon	56,846	53,285	50,573	3,561	6.7	2,712	5.4
Centre	123,786	112,760	99,267	11,026	9.8	13,493	13.6
Chester	376,396	316,660	277,746	59,736	18.9	38,914	14.0
Clarion	41,699	43,362	38,414	-1,663	-3.8	4,948	12.9
Clearfield	78,097	83,578	74,619	-5,481	-6.6	8,959	12.0
Clinton	37,182	38,971	37,721	-1,789	-4.6	1,250	3.3
Columbia	63,202	61,967	55,114	1,235	2.0	6,853	12.4
Crawford	86,169	88,869	81,342	-2,700	-3.0	7,527	9.3
Cumberland	195,257	179,625	158,177	15,632	8.7	21,448	13.6
Dauphin	237,813	232,317	223,713	5,496	2.4	8,604	3.8
Delaware	547,651	555,029	603,456	-7,378	-1.3	-48,427	-8.0
Elk	34,878	38,338	37,770	-3,460	-9.0	568	1.5
Erie	275,572	279,780	263,654	-4,208	-1.5	16,126	6.1
Fayette	145,351	159,417	154,667	-14,066	-8.8	4,750	3.1
Forest	4,802	5,072	4,926	-270	-5.3	146	3.0
Franklin	121,082	113,629	100,833	7,453	6.6	12,796	12.7
Fulton	13,837	12,842	10,776	995	7.7	2,066	19.2
Greene	39,550	40,476	36,090	-926	-2.3	4,386	12.2
Huntingdon	44,164	42,253	39,108	1,911	4.5	3,145	8.0
Indiana	89,994	92,281	79,451	-2,287	-2.5	12,830	16.1
Jefferson	46,083	48,303	43,695	-2,220	-4.6	4,608	10.5
Juniata	20,625	19,188	16,712	1,437	7.5	2,476	14.8
Lackawanna	219,039	227,908	234,504	-8,869	-3.9	-6,596	-2.8
Lancaster	422,822	362,346	320,079	60,476	16.7	42,267	13.2
Lawrence	96,246	107,150	107,374	-10,904	-10.2	-224	-0.2
Lebanon	113,744	108,582	99,665	5,162	4.8	8,917	8.9
Lehigh	291,130	272,349	255,304	18,781	6.9	17,045	6.7
Luzerne	328,149	343,079	341,956	-14,930	-4.4	1,123	0.3
Lycoming	118,710	118,416	113,296	294	0.2	5,120	4.5
McKean	47,131	50,635	51,915	-3,504	-6.9	-1,280	-2.5
Mercer	121,003	128,299	127,225	-7,296	-5.7	1,074	0.8
Mifflin	46,197	46,908	45,268	-711	-1.5	1,640	3.6
Monroe	95,709	69,409	45,422	26,300	37.9	23,987	52.8
Montgomery	678,111	643,371	624,080	34,740	5.4	19,291	3.1
Montour	17,735	16,675	16,508	1,060	6.4	167	1.0
Northampton	247,105	225,418	214,545	21,687	9.6	10,873	5.1
Northumberland	96,771	100,381	99,190	-3,610	-3.6	1,191	1.2
Perry	41,172	35,718	28,615	5,454	15.3	7,103	24.8
Philadelphia	1,585,577	1,688,210	1,949,996	-102,633	-6.1	-261,786	-13.4
Pike	27,966	18,271	11,818	9,695	53.1	6,453	54.6
Potter	16,717	17,726	16,395	-1,009	-5.7	1,331	8.1
Schuylkill	152,585	160,630	160,089	-8,045	-5.0	541	0.3
Snyder	36,680	33,584	29,269	3,096	9.2	4,315	14.7
Somerset	78,218	81,243	76,037	-3,025	-3.7	5,206	6.8
Sullivan	6,104	6,349	5,961	-245	-3.9	388	6.5
Susquehanna	40,380	37,876	34,344	2,504	6.6	3,532	10.3
Tioga	41,126	40,973	39,691	153	0.4	1,282	3.2
Union	36,176	32,870	28,603	3,306	10.1	4,267	14.9
Venango	59,381	64,444	62,353	-5,063	-7.9	2,091	3.4
Warren	45,050	47,449	47,682	-2,399	-5.1	-233	-0.5
Washington	204,584	217,074	210,876	-12,490	-5.8	6,198	2.9
Wayne	39,944	35,237	29,581	4,707	13.4	5,656	19.1
Westmoreland	370,321	392,184	376,935	-21,863	-5.6	15,249	4.0
Wyoming	28,076	26,433	19,082	1,643	6.2	7,351	38.5
York	339,574	312,963	272,603	26,611	8.5	40,360	14.8

SOURCE: 1990 data are preliminary Census data released March, 1991; 1980 and 1970 are Census data.

TABLE 2
COMPARISON OF POPULATION TOTALS

1980 and 1990

PENNSYLVANIA / MSAs

	Population 1990	Percent of State Total	Change from 1980	
			Net	Percent
PENNSYLVANIA	11,881,643	100.00	16,923	0.14
Allentown-Bethlehem MSA (Pa. Part)	595,081	5.01	44,029	7.99
Altoona MSA	130,542	1.10	-6,079	-4.45
Beaver County PMSA	186,093	1.57	-18,348	-8.97
Erie MSA	275,572	2.32	-4,208	-1.50
Harrisburg-Lebanon-Carlisle MSA	587,986	4.95	31,744	5.71
Johnstown MSA	241,247	2.03	-23,259	-8.79
Lancaster MSA	422,822	3.56	60,476	16.69
Philadelphia PMSA (Pa. Part)	3,728,909	31.38	46,428	1.26
Pittsburgh PMSA	2,056,705	17.31	-162,165	-7.31
Reading MSA	336,523	2.83	24,014	7.68
Scranton--Wilkes-Barre MSA	734,175	6.18	5,379	0.74
Sharon MSA	121,003	1.02	-7,296	-5.69
State College MSA	123,786	1.04	11,026	9.78
Williamsport MSA	118,710	1.00	294	0.25
York MSA	417,748	3.52	36,493	9.57

SOURCE: 1990 data are preliminary Census data released March, 1991; 1980 data are Census data.

SECTION II

POPULATION AND LABOR FORCE CHARACTERISTICS AND TRENDS

C. Labor Force Characteristics and Trends

The civilian labor force is the sum of the employed and the unemployed, i.e. those people who are working or who are able and available for work and are actively seeking jobs. The inter-relations of the various groups in and out of the labor force are shown in Chart 1. This chart will answer many of the questions commonly asked about the labor force status of individuals and about the definitions of the terms used by the U.S. Department of Labor and all of the state employment service agencies. The chart is a schematic diagram of the questions asked of respondents to the Current Population Survey (CPS) conducted by the U.S. Bureau of the Census for the U.S. Department of Labor and which is used to determine the unemployment statistics for the United States and the eleven largest industrial states, including Pennsylvania.

Among the important points to note are these: (1) that all persons who work are considered to be employed, regardless of the number of hours they work each week; (2) that the unemployed are those who are on layoff or are waiting to begin a new job or are actively seeking work; (3) that persons who are not actively seeking work are not in the labor force and therefore are neither employed nor unemployed; and (4) that retirees, homemakers, full-time students, and the disabled are not part of the labor force. It is also important to note that receiving unemployment compensation benefits does not have a bearing on labor force status. A person who exhausts his benefits or who did not qualify for benefits and who is actively seeking work is still considered to be unemployed and is included in the monthly unemployment estimate.

Table 3 gives a civilian labor force profile of Pennsylvania in comparison with data for the Nation. Pennsylvania as a whole has a slightly greater percentage of males than does the Nation. Due to the composition of the population, Pennsylvania also has a lower proportion of nonwhites and a very small proportion of Hispanics in the labor force. The jobless rate in the state for 1989 was 4.5 percent, remaining below the national average of 5.3 percent.

The industry structure presented in Table 3 shows that the goods producing industries in Pennsylvania constitute a greater percent (25.7) of total nonagricultural employment than in the nation (23.6 percent). Jobs in the goods producing sector have eroded during recent years, while the service producing industries have shown a significant upturn. In 1989, 74.4 percent of all jobs were in these industries within Pennsylvania, and 76.4 percent of jobs in the nation were in service producing industries.

Labor force characteristics by sex, age, race, and veteran status are given in Table 4. The Commonwealth's 1989 annual average labor force was 5,857,000. Of this total 5,592,000 were employed, while 264,000 were unemployed yielding a 1989 average unemployment rate of 4.5 percent. Whites represented 90.9 percent of the labor force and possessed a 4.1 percent unemployment rate. Blacks, although representing just 7.8 percent of the

total labor force, had an unemployment rate of 9.0 percent. Similarly, youths 16 to 19 years of age represented only 5.9 percent of the labor force but displayed an unemployment rate of 13.3 percent. Youths 20 to 21 years old represented a smaller share of the labor force (4.1 percent) with an unemployment rate of 8.4 percent. Varying unemployment rates between youth groups can be partially explained by the younger group having less skill and training and much less commitment to the job market. The state rate of unemployment for all females was 4.2 percent in 1989, three-tenths of a percentage point below the rate for all persons. For black women the rate was 8.6 percent compared to 3.8 percent for white women. The Vietnam-Era veterans' unemployment rate in 1989 was 3.7 percent. They represented 6.4 percent of the labor force and 4.9 percent of the total unemployed.

Statistics on white and nonwhite labor force, employment, and unemployment by county for 1989 are given in Table 5. In 1989 white unemployment averaged 4.1 percent in Pennsylvania, ranging from a low of 2.2 percent in Chester County to a high of 9.2 percent in Forest County. Nonwhite joblessness averaged 8.4 percent statewide, and ranged from a low of 3.8 percent in Clinton County (one of only eleven counties with a nonwhite rate below seven percent) to a high of 15.7 percent in Huntingdon County (one of six counties whose nonwhite jobless rates were ten percent or higher). There were nine counties in which the white unemployment rate was higher than that of nonwhites, a significant change from 1988, when only three counties had this characteristic. There were 14 counties for which nonwhite unemployment rates could not be computed, since the extremely small size of their nonwhite labor forces (fewer than 100 persons) made unemployment statistics unreliable. It is also important to note that since these figures are rounded to the nearest 50, nonwhite jobless totals are approximations at best, especially in rural counties with few nonwhite residents. Nevertheless, unemployment among nonwhites almost everywhere in Pennsylvania is a more serious problem than among whites, although the gap between the jobless rates for the two groups narrowed in most counties in 1989. Both whites and nonwhites enjoyed lower unemployment rates in 1989 than in the prior year.

Table 6 gives similar county labor force data for men and women. The jobless rate for men averaged 4.7 percent in Pennsylvania in 1989, compared with 4.2 percent for women. In fact, male unemployment rates equaled or exceeded female rates in 55 of the state's 67 counties. This is a residual effect of the heavy layoffs in the early and mid-1980s in durable goods manufacturing, transportation and public utilities, and mining, all of which are industries whose work forces are predominantly male. In contrast, the industries that employ large numbers of women (retail trade, finance, insurance, real estate, and services) are all experiencing employment growth. Male unemployment rates ranged from a low of 2.3 percent in Chester County to a high of 10.6 percent in Forest County. Female jobless rates ranged from a low of 2.7 percent in Chester County to a high of 8.1 percent in Indiana County.

Labor force statistics for youth are given in Table 7. Persons between ages 16 and 19 in Pennsylvania had an average unemployment rate of 13.3 percent in 1989, while 20-to-21-year-olds averaged 8.4 percent. This represented a significant drop in unemployment for the 20-to-21 year-old group, whose jobless rate during the previous year was 10.5 percent. Unemployment among

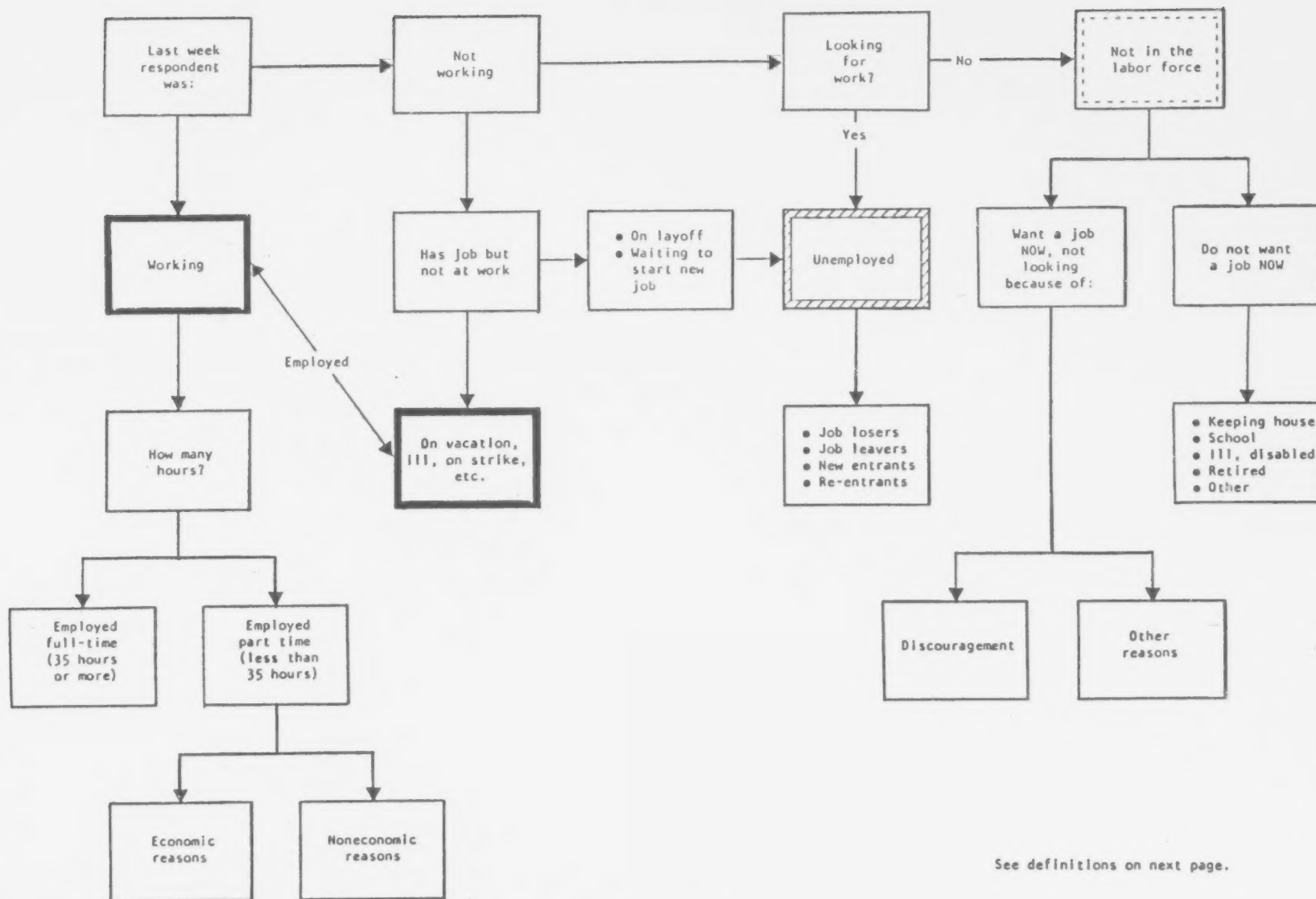
the younger group, however, declined by only 0.6 percentage points from 1988. The overall rate for all persons (all ages) was 4.5 percent in 1989. Young people usually have higher jobless rates than adults, because they have few skills and little or no work experience, and they are often in school and available for only part-time work. Persons under age 21 are also barred by law from holding some types of dangerous jobs or from working in establishments that serve alcoholic beverages.

The lowest jobless rate for 16-to-19 year-olds (8.4 percent), occurred, for the second consecutive year, in Beaver County, an area whose overall unemployment rate in 1989 averaged 7.2 percent, tenth highest among the state's 67 counties. This low level of youth unemployment has been attributed, in part, to a marked decline in population in among those under age 20 and among those in the 45-to-54 age group. This indicates that many families moved out of Beaver County during the early 1980s when the steel industry collapsed, thus reducing the pool of young people to seek employment. The highest unemployment rate for 16-to-19 year-olds was 28.4 percent in Mifflin County. Only five counties (Allegheny, Beaver, Fayette, Washington, and Westmoreland) reported jobless rates of less than ten percent for this age group. The lowest rate among 20-and 21-year-olds was 3.6 percent in Centre County. This figure is somewhat artificial, since Centre County has a very large population of people under age 25 because of the Pennsylvania State University. College students are counted in the county in which they go to school, and since most college students are either working or are not looking for a job, the county would have an unusually low rate of unemployment in this age group. The highest rate for 20-and 21-year-olds was 22.4 percent in Juniata County.

Table 8 gives labor force statistics for Vietnam Era veterans. In 1989, when unemployment in general averaged 4.5 percent, Vietnam-era veterans enjoyed a significantly lower rate of 3.7 percent. Although there are many veterans with employability problems, as a group they generally have less unemployment than the general population. Skills acquired while in military service are often transferable to civilian jobs or lead naturally into further education or training after discharge. Among the 67 counties of Pennsylvania, unemployment rates for Vietnam-era veterans ranged from a low of 1.7 percent in Chester County to a high of 8.2 percent in Fayette County. In general, jobless rates for Vietnam veterans mirrored the general patterns of unemployment throughout the state.

Similar data for all veterans is given in Table 9. Veterans in general had a 3.8 percent unemployment rate in Pennsylvania in 1989, nominally higher than the rate of 3.7 percent for Vietnam-era veterans. By now, enough time has passed since the end of the Vietnam War that its veterans, as a group, experience unemployment problems in virtually the same proportions as all veterans. As was the case with Vietnam veterans, Chester and Fayette counties posted the lowest and highest total veterans unemployment rates, with 1.3 percent and 8.6 percent, respectively.

STATUS OF THE LABOR FORCE



See definitions on next page.

CHART 1
STATUS OF THE LABOR FORCE

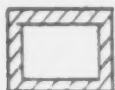
DEFINITIONS

Employed



- Employed persons comprise (a) all of those who during the survey week (the week including the 12th of the month) did any work at all as paid employees or worked 15 hours or more as unpaid workers in a family-operated enterprise; (b) all those who were not working but who had jobs or businesses from which they were temporarily absent for personal or noneconomic reasons.

Unemployed



- Unemployed persons comprise all those who did not work during the survey, who made specific efforts to find a job within the past four weeks, and who were available for work during the survey week (except for temporary illness). Also included as unemployed are those who were available for work, and (a) were waiting to be called back to a job from which they had been laid off, or (b) were waiting to report to a new wage or salary job within 30 days.

Not in the
Labor Force



- Not in the labor force includes all civilians 16 years and over who are neither employed nor unemployed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

TABLE 3
PENNSYLVANIA / UNITED STATES
CIVILIAN LABOR FORCE PROFILE
(PERCENT DISTRIBUTION OF 1989 ANNUAL AVERAGES)

WHO THEY ARE: CHARACTERISTICS OF THE CIVILIAN LABOR FORCE

	Pennsylvania	United States
Total	100.0%	100.0%
Male	55.4	54.8
Female	44.6	45.2
16-19 yrs., both sexes	5.9	6.4
20-21 yrs., both sexes	4.1	NA
20-24 yrs., both sexes	10.7	11.4
25-44 yrs., both sexes	52.4	53.7
45 yrs. & over, both sexes	31.0	28.4
White	90.9	85.9
Male	50.9	47.6
Female	40.0	38.2
Nonwhite	9.1	14.1
Male	4.4	7.1
Female	4.6	7.0
Hispanic	1.4	7.5
Male	0.8	4.5
Female	0.6	3.0
Vietnam-Era Veterans	6.0	5.8
At Work	95.5	94.7
Unemployed	4.5	5.3

WHERE THEY WORK: INDUSTRY EMPLOYMENT

	Pennsylvania	United States
Total Nonagr. Wage & Salary	100.0%	100.0%
Goods Producing	25.7	23.6
Mining	0.5	0.7
Contract construction	4.6	4.9
Manufacturing	20.5	18.1
Durable goods	11.7	10.6
Primary metal industries	1.8	0.7
Industrial Machinery & Equip.	2.2	2.0
Other durable goods	7.8	7.9
Nondurable goods	8.8	7.4
Apparel & other textile prods.	1.6	1.0
Food & kindred products	1.8	1.5
Other nondurable goods	5.4	4.9
Service Producing	74.4	76.4
Transportation & public utilities	5.0	5.3
Wholesale trade	5.5	5.7
Retail trade	17.5	18.0
Finance, insurance, & real estate	5.8	6.3
Services & miscellaneous	27.0	24.8
Government	13.6	16.3
Federal government	2.8	2.8
State & local government	10.8	13.6

NA - Not Available

Data may not add to totals due to rounding.

SOURCES: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry, Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, January and March, 1990.

TABLE 4

PENNSYLVANIA LABOR FORCE CHARACTERISTICS
EMPLOYMENT AND UNEMPLOYMENT BY SEX, AGE, MINORITY, AND VETERAN STATUS

Annual Average 1989

Sex, Age, Minority and Veteran Status	Labor Force	Employed	Unemployed	Percent Distribution			Unemploy. Rate 4/
				Labor Force	Emp.	Une.	
Both Sexes							
Total	5,857,000	5,592,000	264,000	100.00	100.00	100.00	4.5%
White	5,326,000	5,106,000	220,000	90.93	91.31	83.33	4.1
Black	457,000	416,000	41,000	7.80	7.44	15.53	9.0
Other Races	74,000	70,000	3,000	1.26	1.25	1.14	4.6
Hispanic 1/	80,000	74,000	6,000	1.37	1.32	2.27	7.6
Minority Group 2/	611,000	560,000	50,000	10.43	10.01	18.94	8.3
Total Veteran	899,000	865,000	34,000	15.35	15.47	12.88	3.8
Vietnam-Era Veteran 3/	374,000	349,000	13,000	6.39	6.24	4.92	3.7
Age							
16 to 19 years	345,000	300,000	46,000	5.89	5.36	17.42	13.3
20 to 21 years	238,000	218,000	20,000	4.06	3.90	7.58	8.4
Female							
Total	2,615,000	2,504,000	111,000	100.00	100.00	100.00	4.2
Percent of both sexes	44.65	44.78	42.05	---	---	---	---
White	2,344,000	2,255,000	89,000	89.64	90.06	80.18	3.8
Black	236,000	216,000	20,000	9.02	8.63	18.02	8.6
Other Races	35,000	33,000	2,000	1.34	1.32	1.80	5.7
Hispanic 1/	35,000	33,000	3,000	1.34	1.32	2.70	7.1
Minority Group 2/	306,000	282,000	25,000	11.70	11.26	22.52	8.2

1/ Hispanic persons are of Mexican, Puerto Rican, Cuban, Central or South American, or some other Spanish origin.

2/ Sum of black, other races, & Hispanic. Some duplication is possible since Hispanics may include nonwhite races

3/ Vietnam-Era veterans are those who served between August 5, 1964 and May 7, 1975.

4/ Unemployment rates calculated from unrounded data.

All data are on 1989 benchmarks.

Items may not add to totals due to rounding.

SOURCE: Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics.

TABLE 5
PENNSYLVANIA

CIVILIAN LABOR FORCE DATA FOR WHITE AND NONWHITE PERSONS
BY COUNTY OF RESIDENCE: ANNUAL AVERAGE 1989

COUNTY	WHITE				NONWHITE			
	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
Adams	39,100	37,650	1,450	3.7	500	450	50	8.7
Allegheny	593,600	572,850	20,800	3.5	61,550	56,350	5,200	8.5
Armstrong	28,750	26,700	2,050	7.0	400	400	50	6.6
Beaver	54,800	50,900	3,900	7.1	4,600	4,250	350	8.1
Bedford	21,250	19,650	1,600	7.5	100	100	1/	9.6
Berks	170,950	164,500	6,400	3.8	6,300	5,800	550	8.4
Blair	59,450	55,750	3,700	6.2	500	450	50	11.1
Bradford	30,800	29,400	1,350	4.4	150	150	1/	6.7
Bucks	290,150	281,300	8,850	3.0	8,750	8,100	600	7.0
Butler	73,450	69,950	3,500	4.8	600	600	50	6.1
Cambria	61,700	57,350	4,350	7.0	1,550	1,400	150	9.5
Cameron	2,750	2,600	200	6.8	1/	1/	1/	2/
Carbon	25,150	23,500	1,650	6.5	100	100	1/	8.2
Centre	64,750	61,750	3,000	4.6	1,100	1,050	50	5.0
Chester	185,900	181,800	4,050	2.2	14,500	13,650	850	5.8
Clarion	18,050	16,750	1,300	7.1	150	150	1/	7.8
Clearfield	34,800	31,900	2,900	8.4	250	250	1/	5.4
Clinton	15,200	14,050	1,150	7.5	150	150	1/	3.8
Columbia	31,450	29,750	1,700	5.4	150	150	1/	9.7
Crawford	38,450	36,250	2,200	5.7	600	550	50	8.9
Cumberland	108,150	105,150	3,050	2.8	1,800	1,650	150	8.2
Dauphin	118,600	114,500	4,150	3.5	17,050	15,650	1,400	8.2
Delaware	264,500	257,300	7,200	2.7	27,250	25,100	2,150	7.9
Elk	17,250	16,350	900	5.2	50	50	1/	2/
Erie	126,750	120,550	6,200	4.9	5,950	5,450	500	8.7
Fayette	56,750	52,600	4,100	7.3	1,900	1,700	200	10.0
Forest	1,850	1,700	150	9.2	1/	1/	1/	8.3
Franklin	57,200	55,200	2,000	3.5	1,400	1,300	100	8.2
Fulton	6,200	5,800	400	6.1	50	50	1/	2/
Greene	12,850	11,750	1,050	8.4	200	150	1/	8.2
Huntingdon	18,750	17,200	1,550	8.2	300	250	50	15.7
Indiana	34,600	31,600	2,950	8.6	500	450	50	8.0
Jefferson	20,000	18,700	1,300	6.4	50	50	1/	2/
Juniata	10,150	9,350	800	7.9	1/	1/	1/	2/
Lackawanna	108,500	102,800	5,750	5.3	850	750	100	9.2
Lancaster	217,050	210,200	6,850	3.2	6,550	6,050	500	7.8
Lawrence	46,800	44,550	2,250	4.8	1,400	1,300	100	7.8
Lebanon	63,900	61,250	2,650	4.2	650	600	50	9.4
Lehigh	144,500	138,650	5,850	4.1	3,800	3,350	450	11.5
Luzerne	158,950	149,500	9,450	5.9	1,100	1,000	150	12.4
Lycoming	59,200	55,800	3,400	5.8	1,000	850	150	12.9
McKean	20,550	19,350	1,200	5.9	150	150	1/	4.5
Mercer	48,300	46,250	2,050	4.3	2,500	2,300	200	7.0
Mifflin	21,750	20,300	1,450	6.6	100	100	1/	7.4
Monroe	48,150	46,200	2,000	4.1	650	600	50	8.4
Montgomery	367,800	358,450	9,350	2.5	20,900	19,500	1,450	6.8
Montour	8,150	7,800	350	4.3	50	50	1/	2/
Northampton	112,950	108,450	4,500	4.0	3,100	2,800	300	9.8
Northumberland	48,950	45,700	3,250	6.6	150	150	1/	9.8
Perry	21,000	20,000	1,000	4.7	50	50	1/	2/
Philadelphia	415,000	399,000	17,000	4.0	317,000	289,000	27,000	8.6
Pike	12,650	12,100	550	4.3	50	50	1/	2/
Potter	7,600	7,100	500	6.6	50	50	1/	2/
Schuylkill	72,900	68,300	4,650	6.4	350	350	50	7.7
Snyder	19,250	18,200	1,000	5.3	50	50	1/	2/
Somerset	32,050	29,750	2,300	7.1	100	100	1/	6.4
Sullivan	3,000	2,850	150	4.5	1/	1/	1/	2/
Susquehanna	18,100	16,950	1,100	6.1	100	100	1/	5.7
Tioga	18,400	17,400	1,000	5.6	100	100	1/	7.7
Union	17,000	16,300	700	4.1	150	150	1/	8.8
Venango	24,600	23,250	1,350	5.5	200	200	1/	7.8
Warren	22,250	21,250	1,000	4.4	50	50	1/	2/
Washington	89,800	85,450	4,400	4.9	2,850	2,600	250	8.8
Wayne	19,750	18,750	1,000	5.2	50	50	1/	2/
Westmoreland	171,950	162,400	9,550	5.6	3,100	2,800	300	9.7
Wyoming	13,300	12,550	750	5.6	50	50	1/	2/
York	177,900	170,800	7,050	4.0	5,400	4,950	400	7.8
PENNSYLVANIA	5,326,000	5,106,000	220,000	4.1	531,000	486,000	44,000	8.4

See footnotes on next page.

PENNSYLVANIA

CIVILIAN LABOR FORCE DATA FOR WHITE AND NONWHITE PERSONS
BY COUNTY OF RESIDENCE: ANNUAL AVERAGE 1989

FOOTNOTES

- 1/ Less than 25.
- 2/ The rate of unemployment is not computed if the labor force is less than 100.
- 3/ Philadelphia County data are obtained directly from the Current Population Survey. The use of this data means that the sum of all the counties may not add to the state totals for White and Nonwhite.

Data are rounded to the nearest 50.

Data are based on the 1989 benchmark.

The rate of unemployment is computed using unrounded data.

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry.

TABLE 6
PENNSYLVANIA

CIVILIAN LABOR FORCE DATA BY SEX
BY COUNTY OF RESIDENCE: ANNUAL AVERAGE 1969

COUNTY	MALE				FEMALE			
	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
Adams	21,500	20,750	750	3.6	18,100	17,400	750	4.0
Allegheny	362,700	347,300	15,400	4.3	292,450	281,900	10,550	3.6
Armstrong	17,850	16,450	1,400	7.9	11,300	10,650	650	5.7
Beaver	35,550	32,800	2,750	7.7	23,850	22,300	1,550	6.5
Bedford	12,850	11,800	1,100	8.4	8,500	8,000	500	6.1
Berks	96,550	92,800	3,750	3.9	80,700	77,500	3,200	3.9
Blair	33,550	31,450	2,100	6.3	26,400	24,750	1,650	6.2
Bradford	17,750	17,050	700	4.0	13,150	12,500	650	4.9
Bucks	168,900	163,700	5,200	3.1	129,950	125,750	4,200	3.3
Butler	43,550	41,350	2,200	5.0	30,550	29,200	1,350	4.4
Cambria	37,500	34,750	2,750	7.3	25,750	24,000	1,750	6.8
Cameron	1,500	1,400	100	7.6	1,250	1,200	50	5.8
Carbon	14,200	13,150	1,000	7.2	11,050	10,450	600	5.5
Centre	35,600	33,550	1,650	4.6	30,250	28,850	1,400	4.6
Chester	111,700	109,200	2,500	2.3	88,700	86,300	2,350	2.7
Clarion	11,000	10,200	800	7.3	7,200	6,700	500	6.7
Clearfield	20,550	18,650	1,900	9.3	14,500	13,450	1,000	7.0
Clinton	8,650	7,850	750	8.8	6,750	6,350	400	5.8
Columbia	17,100	16,150	1,000	5.7	14,500	13,750	750	5.2
Crawford	22,350	21,000	1,350	6.1	16,700	15,800	900	5.3
Cumberland	58,950	57,300	1,650	2.8	51,000	49,450	1,550	3.0
Dauphin	70,850	67,650	3,250	4.6	64,800	62,500	2,300	3.5
Delaware	159,050	153,800	5,250	3.3	132,700	128,550	4,150	3.1
Elk	9,900	9,400	550	5.4	7,350	7,000	350	5.0
Erie	73,750	69,900	3,850	5.2	58,950	56,050	2,850	4.9
Fayette	36,550	33,650	2,900	7.9	22,100	20,700	1,450	6.5
Forest	1,100	950	100	10.6	800	750	50	7.3
Franklin	32,450	31,400	1,050	3.3	26,200	25,150	1,050	4.0
Fulton	3,650	3,450	250	6.5	2,550	2,400	150	5.5
Greene	8,150	7,450	700	8.9	4,850	4,500	350	7.5
Huntingdon	10,800	9,800	950	9.0	8,250	7,650	600	7.4
Indiana	20,850	19,000	1,850	8.9	14,200	13,050	1,150	8.1
Jefferson	11,900	11,050	800	6.9	8,200	7,700	450	5.7
Juniata	5,950	5,400	600	9.9	4,200	3,950	200	5.1
Lackawanna	59,400	56,100	3,300	5.6	49,950	47,450	2,500	5.0
Lancaster	123,500	119,700	3,800	3.1	100,150	96,550	3,600	3.6
Lawrence	28,650	27,150	1,500	5.3	19,500	18,650	850	4.4
Lebanon	35,050	33,450	1,550	4.5	29,550	28,350	1,150	4.0
Lehigh	80,800	77,000	3,800	4.7	67,500	65,000	2,500	3.7
Luzerne	86,750	80,950	5,850	6.7	73,350	69,550	3,750	5.1
Lycoming	33,050	30,750	2,300	6.9	27,150	25,950	1,250	4.6
McKean	11,600	10,900	750	6.4	9,050	8,600	500	5.3
Mercer	29,900	28,600	1,300	4.4	20,900	20,000	950	4.4
Mifflin	12,400	11,600	800	6.5	9,400	8,800	650	6.8
Monroe	26,800	25,650	1,150	4.3	22,000	21,150	900	4.0
Montgomery	210,600	204,900	5,750	2.7	178,100	173,050	5,050	2.8
Montour	4,450	4,250	200	4.5	3,750	3,600	150	4.1
Northampton	64,850	62,100	2,800	4.3	51,150	49,150	2,000	3.9
Northumberland	27,450	25,500	1,950	7.0	21,650	20,300	1,350	6.1
Perry	12,200	11,550	650	5.2	8,850	8,450	350	4.2
Philadelphia	382,000	356,000	26,000	6.8	350,000	331,000	19,000	5.5
Pike	7,250	6,950	300	4.0	5,500	5,250	250	4.8
Potter	4,500	4,200	300	7.2	3,150	3,000	200	5.8
Schuylkill	40,450	37,550	2,900	7.2	32,850	31,050	1,750	5.4
Snyder	10,850	10,200	650	6.0	8,450	8,050	400	4.5
Somerset	19,200	17,650	1,550	8.1	12,950	12,200	750	5.8
Sullivan	1,750	1,650	100	4.7	1,250	1,200	50	4.3
Susquehanna	10,550	9,950	600	5.9	7,600	7,100	500	6.5
Tioga	10,500	9,900	600	5.8	8,000	7,600	400	5.3
Union	9,400	9,000	400	4.3	7,750	7,450	300	3.9
Venango	14,450	13,600	850	5.9	10,400	9,850	500	5.0
Warren	12,550	12,000	550	4.5	9,750	9,350	400	4.3
Washington	55,500	52,550	2,950	5.3	37,150	35,450	1,700	4.5
Wayne	11,300	10,650	650	5.8	8,450	8,100	350	4.3
Westmoreland	104,200	97,750	6,450	6.2	70,900	67,450	3,450	4.8
Wyoming	7,850	7,400	500	6.0	5,500	5,250	250	4.9
York	101,600	97,500	4,100	4.0	81,700	78,300	3,400	4.2
PENNSYLVANIA	3,242,000	3,089,000	154,000	4.7	2,615,000	2,504,000	111,000	4.2

1/ Philadelphia County data are obtained directly from the Current Population Survey. The use of this data means that the sum of all the counties may not add to the state totals.

Data are rounded to the nearest 50. Rate computed using unrounded data.

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry

TABLE 7
PENNSYLVANIA

CIVILIAN LABOR FORCE DATA FOR 16-19 AND 20-21 YEAR OLDS
BY COUNTY OF RESIDENCE: ANNUAL AVERAGE 1989

COUNTY	16-19 YEAR OLDS				20-21 YEAR OLDS			
	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
Adams	2,175	1,775	400	18.4	1,400	1,300	125	8.4
Allegheny	36,600	33,500	3,100	8.5	25,325	23,725	1,600	6.3
Armstrong	2,350	2,075	275	11.2	1,500	1,325	175	11.9
Beaver	5,775	5,300	475	8.4	3,850	3,575	275	7.1
Bedford	1,550	1,275	275	17.9	975	800	175	17.3
Berks	8,500	7,425	1,075	12.7	5,650	5,200	450	8.1
Blair	4,125	3,425	700	16.7	2,650	2,300	350	12.8
Bradford	2,125	1,775	350	16.4	1,400	1,300	125	8.5
Bucks	15,525	13,800	1,750	11.2	10,650	10,025	625	5.9
Butler	4,600	3,925	675	14.4	3,125	2,800	325	10.2
Cambria	5,400	4,675	725	13.3	3,525	3,100	400	11.7
Cameron	200	175	25	13.3	125	125	25	12.1
Carbon	1,500	1,200	275	18.9	975	825	125	14.1
Centre	6,700	5,525	1,175	17.4	9,375	9,050	350	3.6
Chester	9,900	8,900	1,000	10.2	6,850	6,500	350	5.1
Clarion	2,325	1,975	325	14.3	1,800	1,625	150	8.8
Clearfield	2,725	2,225	500	18.4	1,750	1,500	250	14.5
Clinton	1,150	900	225	20.7	700	600	125	16.7
Columbia	1,725	1,400	350	19.5	1,125	975	150	13.8
Crawford	2,925	2,525	400	13.6	1,825	1,625	200	11.3
Cumberland	5,125	4,325	775	15.3	3,300	3,050	250	7.3
Dauphin	6,750	5,850	900	13.3	4,350	4,000	350	8.0
Delaware	14,475	12,675	1,825	12.6	10,300	9,600	675	6.6
Elk	1,225	1,050	200	15.5	900	825	100	10.6
Erie	8,850	7,600	1,250	14.2	5,800	5,200	600	10.2
Fayette	4,850	4,375	475	9.8	3,275	3,000	275	8.2
Forest	150	125	25	10.9	100	100	1/	12.0
Franklin	3,625	3,050	575	16.1	2,325	2,150	175	7.6
Fulton	425	375	50	14.2	275	250	25	9.4
Greene	1,325	1,150	175	12.8	800	725	100	11.0
Huntingdon	1,375	1,075	325	22.8	825	675	150	19.2
Indiana	4,825	4,175	650	13.3	4,300	4,000	300	7.1
Jefferson	1,425	1,225	225	15.1	950	825	125	12.6
Juniata	625	475	150	23.7	400	300	75	22.4
Lackawanna	6,000	5,100	925	15.2	4,050	3,600	450	11.2
Lancaster	11,025	9,175	1,850	16.8	7,100	6,600	500	7.0
Lawrence	3,000	2,650	325	11.1	2,025	1,850	175	8.4
Lebanon	3,250	2,725	525	16.5	2,075	1,875	200	9.7
Lehigh	7,375	6,400	975	13.2	4,825	4,425	400	8.4
Luzerne	9,225	7,750	1,450	15.8	6,150	5,400	750	12.1
Lycoming	3,600	2,875	725	19.9	2,300	1,975	325	14.0
McKean	1,650	1,425	225	13.8	1,075	950	125	11.0
Mercer	3,675	3,250	400	11.1	2,450	2,250	175	7.5
Mifflin	1,525	1,075	425	28.4	1,025	850	175	17.7
Monroe	1,975	1,700	275	13.9	1,275	1,150	125	10.3
Montgomery	17,325	15,250	2,075	11.9	12,325	11,525	800	6.5
Montour	450	400	50	13.0	300	275	25	11.4
Northampton	6,200	5,300	875	14.2	4,225	3,900	325	7.7
Northumberland	2,850	2,325	525	18.4	1,850	1,575	250	14.2
Perry	1,225	1,075	175	13.2	775	700	75	9.5
Philadelphia	46,475	40,175	6,275	13.5	31,475	28,950	2,500	8.0
Pike	475	375	100	20.6	325	300	25	9.6
Potter	650	500	125	21.2	400	350	50	14.1
Schuylkill	4,400	3,625	750	17.2	2,925	2,525	400	13.5
Snyder	1,025	800	250	23.1	650	550	100	15.6
Somerset	2,525	2,200	300	12.2	1,575	1,375	200	12.8
Sullivan	150	150	25	14.3	125	100	25	12.0
Susquehanna	1,275	1,075	200	15.6	850	750	100	11.7
Tioga	1,325	1,100	225	16.8	900	800	100	11.2
Union	925	700	225	23.7	625	525	75	14.0
Venango	1,925	1,725	200	10.2	1,300	1,175	125	9.9
Warren	1,475	1,250	200	14.4	950	875	100	9.2
Washington	6,275	5,725	550	8.7	4,100	3,800	300	7.3
Wayne	1,100	850	225	21.4	700	625	100	12.7
Westmoreland	11,375	10,325	1,075	9.4	7,800	7,200	600	7.8
Wyoming	1,000	875	125	12.6	600	525	50	9.3
York	9,875	8,225	1,650	16.8	6,425	5,875	550	8.6
PENNSYLVANIA	345,000	300,000	46,000	13.3	238,000	218,000	20,000	8.4

1/ Data less than 25.

Data rounded to nearest 25. Rate computed using unrounded data.

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry

TABLE 8
PENNSYLVANIA
CIVILIAN LABOR FORCE DATA BY COUNTY OF RESIDENCE
FOR VIETNAM ERA VETERANS

1989 ANNUAL AVERAGE

COUNTY	CIVILIAN LABOR FORCE	EMP	UNE	RATE (%)	COUNTY	CIVILIAN LABOR FORCE	EMP	UNE	RATE (%)
Adams	2,050	2,000	50	2.7	Lackawanna	7,375	7,100	275	3.8
Allegheny	37,300	35,625	1,675	4.5	Lancaster	12,025	11,750	275	2.3
Armstrong	2,625	2,475	125	5.0	Lawrence	2,775	2,675	100	3.5
Beaver	5,100	4,675	400	8.0	Lebanon	3,725	3,625	100	3.0
Bedford	1,225	1,150	75	5.3	Lehigh	10,450	10,125	300	3.0
Berks	10,800	10,500	300	2.8	Luzerne	11,600	11,100	500	4.3
Blair	4,100	3,925	175	4.4	Lycoming	3,800	3,625	150	4.2
Bradford	1,950	1,900	50	3.2	McKean	1,350	1,275	50	4.2
Bucks	18,175	17,775	400	2.2	Mercer	3,625	3,525	125	3.1
Butler	5,425	5,250	175	3.4	Mifflin	1,275	1,225	50	4.7
Cambria	5,250	4,975	275	5.1	Monroe	3,550	3,450	100	3.0
Cameron	225	225	1/	4.8	Montgomery	20,175	19,800	400	1.9
Carbon	1,975	1,900	100	4.6	Montour	475	450	25	3.1
Centre	3,525	3,400	125	3.3	Northampton	8,150	7,925	225	2.9
Chester	11,000	10,825	175	1.7	Northumberland	3,100	2,950	150	4.7
Clarion	1,150	1,075	50	5.1	Perry	1,300	1,250	50	3.3
Clearfield	2,400	2,250	150	5.9	Philadelphia	30,500	29,025	1,475	4.9
Clinton	1,100	1,050	50	5.4	Pike	950	925	25	3.1
Columbia	1,825	1,750	75	3.9	Potter	475	450	25	4.7
Crawford	2,825	2,700	125	4.1	Schuylkill	5,250	5,000	250	4.5
Cumberland	6,700	6,550	150	2.1	Snyder	875	850	25	3.8
Dauphin	8,225	7,975	250	2.9	Somerset	2,425	2,300	125	5.0
Delaware	15,850	15,500	350	2.2	Sullivan	200	175	1/	3.2
Elk	1,150	1,100	50	3.7	Susquehanna	1,350	1,300	50	4.3
Erie	9,475	9,125	350	3.6	Tioga	1,200	1,150	50	4.0
Fayette	3,675	3,375	300	8.2	Union	1,125	1,075	25	2.9
Forest	125	125	1/	6.6	Venango	1,925	1,850	75	3.9
Franklin	3,625	3,525	100	2.6	Warren	1,525	1,500	50	3.1
Fulton	375	375	25	4.4	Washington	5,650	5,325	325	5.6
Greene	1,300	1,200	75	6.0	Wayne	1,350	1,300	50	3.7
Huntingdon	1,325	1,250	75	5.9	Westmoreland	10,500	9,825	650	6.3
Indiana	2,875	2,700	175	6.1	Wyoming	950	925	50	4.0
Jefferson	1,450	1,375	75	4.5	York	11,375	11,025	325	2.9
Juniata	525	475	25	5.6	PENNSYLVANIA	349,000	336,000	13,000	3.7

1/ Data are less than 25.

ALL DATA ARE ON 1989 BENCHMARKS.

Rate computed using unrounded data and may not add to totals due to rounding.

SOURCE: Bureau of Research and Statistics, Pennsylvania Dept. of Labor and Industry

TABLE 9
PENNSYLVANIA
CIVILIAN LABOR FORCE DATA BY COUNTY OF RESIDENCE
FOR TOTAL VETERANS
1989 ANNUAL AVERAGE

COUNTY	CIVILIAN LABOR FORCE	EMP	UNE	RATE (%)	COUNTY	CIVILIAN LABOR FORCE	EMP	UNE	RATE (%)
Adams	4,450	4,325	125	2.8	Lackawanna	17,400	16,725	675	3.9
Allegheny	111,200	106,000	5,200	4.7	Lancaster	24,300	23,725	600	2.4
Armstrong	5,675	5,400	300	5.2	Lawrence	6,775	6,525	250	3.6
Beaver	14,775	13,525	1,250	8.4	Lebanon	8,075	7,825	250	3.1
Bedford	2,750	2,600	150	5.5	Lehigh	21,450	20,775	650	3.1
Berks	24,125	23,450	700	2.9	Luzerne	26,300	25,125	1,150	4.4
Blair	9,450	9,025	425	4.6	Lycoming	8,100	7,750	350	4.4
Bradford	3,825	3,700	125	3.3	McKean	3,150	3,025	150	4.4
Bucks	49,225	48,350	875	1.8	Mercer	7,650	7,400	250	3.3
Butler	10,825	10,450	375	3.5	Mifflin	3,000	2,850	150	4.9
Cambria	11,750	11,125	625	5.2	Monroe	7,575	7,350	225	3.1
Cameron	500	475	25	5.0	Montgomery	62,725	61,750	975	1.6
Carbon	4,475	4,250	225	4.8	Montour	1,050	1,025	25	3.2
Centre	6,775	6,550	225	3.4	Northampton	17,225	16,700	525	3.0
Chester	30,400	30,000	400	1.3	Northumberland	7,025	6,675	350	4.9
Clarion	2,425	2,300	125	5.3	Perry	2,525	2,425	75	3.5
Clearfield	5,250	4,925	325	6.1	Philadelphia	115,600	110,250	5,350	4.6
Clinton	2,700	2,550	150	5.6	Pike	2,450	2,375	75	3.2
Columbia	4,025	3,850	175	4.0	Potter	1,075	1,025	50	4.9
Crawford	5,550	5,325	250	4.3	Schuylkill	12,275	11,700	575	4.7
Cumberland	14,725	14,400	325	2.1	Snyder	1,800	1,725	75	3.9
Dauphin	17,850	17,300	550	3.0	Somerset	5,050	4,800	275	5.2
Delaware	50,275	49,375	900	1.8	Sullivan	425	400	25	3.4
Elk	2,650	2,550	100	3.8	Susquehanna	2,675	2,550	125	4.5
Erie	18,475	17,775	700	3.8	Tioga	2,475	2,350	100	4.2
Fayette	11,075	10,125	950	8.6	Union	2,125	2,050	75	3.0
Forest	325	300	25	6.8	Venango	3,900	3,725	150	4.1
Franklin	7,975	7,775	200	2.7	Warren	3,200	3,100	100	3.2
Fulton	825	775	25	4.6	Washington	15,925	15,000	925	5.9
Greene	2,425	2,275	150	6.2	Wayne	2,800	2,700	100	3.8
Huntingdon	2,800	2,650	175	6.1	Westmoreland	29,375	27,450	1,925	6.5
Indiana	5,250	4,925	325	6.3	Wyoming	1,800	1,725	75	4.1
Jefferson	3,075	2,925	150	4.7	York	22,775	22,075	675	3.0
Juniata	1,100	1,025	75	5.8	PENNSYLVANIA	899,000	865,000	34,000	3.8

ALL DATA ARE ON 1989 BENCHMARKS.

Rate computed using unrounded data and may not add to totals due to rounding.

SOURCE: Bureau of Research and Statistics, Pennsylvania Dept. of Labor and Industry

SECTION III

INDUSTRY TRENDS AND DEVELOPMENTS

A. Employment Trends by Industry

Table 10 consists of 1989 data showing employment in major industry groups in the metropolitan statistical areas in Pennsylvania. Prior to 1988, industries were divided into two basic categories: manufacturing and nonmanufacturing. Nonmanufacturing was further subdivided into seven major groups: mining; construction; transportation and public utilities; wholesale and retail trade; finance, insurance and real estate; services; and government. Beginning in 1988, however, the two basic categories became goods-producing industries (consisting of manufacturing, mining, and construction) and service-producing industries (consisting of all of the former nonmanufacturing industries except mining and construction). No changes were made within any of the subcategories.

The change from manufacturing/nonmanufacturing to goods-producing/service-producing described above affects the data in Tables 11-15. In these tables the term "nonmanufacturing" has been dropped, and figures for goods-producing and service-producing for the given years are shown.

The long-range shifts in employment in Pennsylvania are illustrated in Table 11, which shows employment by industry in five-year intervals from 1940 to 1990. Manufacturing employment rose during the 1940s and early 1950s, reaching a peak of 1,653,500 in 1953, an increase of 592,100 jobs in just 14 years from the low point in 1939. Much of this increase was, of course, a direct result of World War II, first as a requirement of the war effort and then, in the post-war years, in response to the demand for manufactured goods in European and Asian countries whose own industries had been destroyed. From the mid-1950s onward, however, the state's manufacturing work force declined as a result of competition with rebuilt factories in other countries, greater automation and mechanization (which resulted in increased output with less manpower), and a rising demand for consumer services. By far the largest decline in manufacturing employment has occurred between 1930 and 1987, when recessionary pressures resulted in the loss of more than 284,000 factory jobs in Pennsylvania. Fewer Pennsylvanians worked in factories in 1987 than in any year since the 1930s. However, manufacturing has since increased slightly, rising by 5,800 in the past two years.

For the past century, Pennsylvania has been famous for coal-mining and steel manufacture; both industries have declined dramatically in the past decade. Employment in mining dropped by nearly 88 percent from a peak of 222,200 workers in 1940, when both homes and factories were generally heated by coal, to just 27,300 in 1989, the lowest figure on record. The increased use of mining machinery and the depletion of surface coal deposits through strip mining, together with the development of alternative energy sources and the decline of the steel industry and its appetite for coke and electricity were principally responsible for the loss of employment.

Construction grew rapidly in the decade following World War II, then more slowly over the next 30 years. Employment has rebounded in recent years and reached a record level of 233,000 jobs in 1989.

Most of the service-producing industries have experienced rapid growth in the past half-century. The principal exception is transportation and public utilities, whose fortunes have generally followed those of the manufacturing industries. Employment peaked at 347,200 in 1951, then slowly eroded to 239,500 in 1986. It has rebounded somewhat in the past three years. As manufacturing increased in the post-war years, so did its demand for energy and its need to transport raw materials and finished goods. The result was a concomitant increase in employment in transportation and public utilities. But as the output of Pennsylvania's mines and factories declined in the last quarter of the century, the need for transportation declined with it. The closing or downsizing of many factories also reduced manufacturing's need for electricity and other utilities.

Federal government employment reached its high point in 1952, but the peak for state and local government did not occur until 1978 when CETA public service employment programs were at their most expansive. However, 1990 was a year of record high employment in retail trade, services, and the finance, insurance, and real estate industry group. This shift in employment from the goods-producing to the service-producing industries is a state-wide trend that has also characterized most of the major labor market areas in Pennsylvania as well.

Table 12 gives a percentage distribution of the data in Table 11. In 1945, as Pennsylvania began the shift from a wartime to a peacetime economy, 44.5 percent of the state's workers were employed in manufacturing. By 1990 that figure had been reduced by more than half to 19.6 percent. At the same time, the proportion of workers in the service industries more than doubled from 10.2 percent in 1940 to 28.0 percent in 1990. Industries such as contract construction, wholesale and retail trade, finance, insurance, and real estate, and state and local government increased their shares of Pennsylvania's work force at a slower pace. There was a nominal drop in the federal government share, while the percentage of workers in transportation and public utilities was cut almost in half, from 9.6 percent in 1945 to 5.1 percent in 1990. However, mining, which employed 7.7 percent of Pennsylvania's nonagricultural labor force in 1940, employed only 0.5 percent in 1990.

Pennsylvania has long been identified as a manufacturing and mining state, and these activities employed just under half (49.8 percent) of all the state's nonfarm workers in 1945; by 1990 this share had fallen to just 20.1 percent.

Tables 13 and 14 give similar data for the United States. Here, too, the shift of employment away from manufacturing and toward the service-producing industries is apparent, although it is not as striking as it is in a highly industrialized state such as Pennsylvania. Manufacturing employment in the United States did not peak in the early 1950s as it did in Pennsylvania, but continued to grow through 1979. However, the rate of growth in the 1970s and 1980s was quite slow, and there were periods of decline due to recessions in the mid-1970s and early 1980s.

Service-producing employment, however, has increased steadily for more than half a century. With the exception of construction, mining and manufacturing, all of the major industry divisions employed more workers in 1990 than at any

time before. The most phenomenal growth has occurred in services, where employment has grown from 3,045,000 in 1934 to 28,209,000 in 1990, an increase of 826 percent.

The increase in federal government employment in the past five decades is interesting. It rose from 652,000 in 1934 to 996,000 in 1940. It then soared to 2,928,000 by 1944 because of World War II and has remained far in excess of pre-war levels ever since. It fell to 1,928,000 by 1950, then climbed steadily to 3,085,000 in 1990, the fourth consecutive year that total federal government employment in peacetime has exceeded the previous record set during World War II.

Total payrolls for all nonagricultural industries combined stood at a record level of 110,321,000 in 1990, an increase of 325 percent in the past 56 years. The percentage distribution of employment by industry given in Table 14 shows that while the actual numbers of Americans employed in manufacturing industries continued to grow during the post-war years, their share of the total labor force dwindled as other industrial groups exhibited faster growth rates. From a high of 38.5 percent of all American nonfarm workers in 1945, manufacturing's share of the job market declined steadily to only 17.3 percent in 1990. As in Pennsylvania, there were declines in the relative proportion of jobs in mining, transportation and public utilities, and federal government, although the actual number of people employed in federal government and transportation and public utilities increased to record levels, as noted above. In other industries the share of the total job market increased, with the service industries rising from a share of 10.5 percent of all nonagricultural jobs in 1945 to 25.6 percent in 1990.

Along with the shift of employment from goods-producing to service-producing has come a dramatic increase in the number of women holding jobs. The two phenomena are closely related. The increase in working women is attributable to many causes, including:

- ... the economic necessity of two paychecks in many households;
- ... the enormous increase in single-parent families;
- ... the increased divorce rate;
- ... the availability of day care;
- ... the women's rights movement;
- ... affirmative action;
- ... the increased social acceptability of working women;
- ... the increased educational attainment of women;
- ... profound changes in social mores.

However, perhaps the most important reason has been the growth in the service-producing industries, which are the traditional source of many of the jobs frequently held by women. This is clear from Table 15. In 1979 women held 41.3 percent of all jobs in the United States; by 1989 this figure had risen to 46.8 percent. In general, women were represented in significantly smaller numbers in the goods-producing industries than in the service-producing sector. Women accounted for 33.0 percent of all manufacturing workers, but their distribution varied widely, from 13.7 percent of the employees in primary metals to 79.5 percent of the workers in apparel and textiles products. Female workers constituted a larger share of the work force in nondurable goods manufacturing than in durable goods. The

other two major goods-producing industries employed considerably fewer women than manufacturing did. Only 13.6 percent of all employees in mining and 10.9 percent of those in contract construction were women.

In the service-producing sector, women held the majority (52.7 percent) of the jobs in 1989 (up from 47.7 percent just ten years earlier). The shares ranged from a low of 28.7 percent in transportation and public utilities to a high of 62.8 percent in finance, insurance, and real estate. It should be remembered that these figures apply to all jobs within an industry, including clerical and administrative staff, not just production workers. In industries such as mining and construction, most of the female workers are in clerical and other white-collar occupations, although the number of women entering male-dominated occupations has increased in recent years.

In virtually all industries the percentage of female workers increased during the past decade; the only exceptions were in a few manufacturing industries, viz. electrical and electronic equipment, tobacco products, apparel and textiles, rubber and plastics, leather products, and miscellaneous manufacturing. Most of these declines were quite small. Between 1979 and 1989 the share of jobs held by women increased by an average of 1.8 percentage points in the goods-producing sector and by an average of 5.0 percent in the service-producing industries.

TABLE 10
PENNSYLVANIA LABOR MARKET AREAS
EMPLOYEES ON NONAGRICULTURAL PAYROLS BY INDUSTRY DIVISION - 1990
(in thousands)

AREA NAME	TOTAL NONAG	GOODS PRODUCING	MANUFACTURING	SERVICE PRODUCING	TRANSPORT. & PUB. UTIL.
Allentown-Bethlehem	287.8	87.8	74.4	199.9	14.7
Altoona	54.3	13.3	10.9	41.0	4.8
Beaver County	50.6	11.7	9.3	38.9	5.3
Erie	120.4	40.3	36.4	80.1	4.4
Harrisburg-Leba.-Carl.	315.5	64.3	49.7	251.2	20.3
Johnstown	83.2	20.6	14.2	62.6	5.5
Lancaster	193.5	70.2	57.6	123.2	7.7
Philadelphia	2220.5	449.0	348.4	1771.5	100.5
Pittsburgh	919.8	167.5	119.4	752.4	54.1
Reading	154.0	53.5	46.1	100.5	6.6
Scranton--Wilkes-Barre	308.0	83.7	69.4	224.4	16.7
Sharon	44.5	13.2	11.7	31.3	2.1
State College	60.8	11.6	8.6	49.1	1.7
Williamsport	51.2	18.0	15.4	33.2	1.7
York	182.2	68.2	57.5	113.9	8.0

AREA NAME	WHOLESALE & RETAIL TRADE	FINANCE, INS. & REAL EST.	SERVICES	GOVERN- MENT
Allentown-Bethlehem	63.7	14.6	75.4	31.4
Altoona	14.3	2.2	12.3	7.4
Beaver County	11.7	1.6	12.4	7.9
Erie	26.1	5.5	30.3	13.9
Harrisburg-Leba.-Carl.	70.0	21.1	71.5	68.4
Johnstown	18.4	4.7	21.2	12.9
Lancaster	48.4	7.8	42.5	16.9
Philadelphia	508.4	162.1	695.7	304.9
Pittsburgh	225.6	55.4	310.9	106.4
Reading	34.2	8.3	33.8	17.7
Scranton--Wilkes-Barre	73.4	13.8	78.4	42.1
Sharon	11.0	1.4	11.4	5.4
State College	11.8	1.9	11.0	22.7
Williamsport	11.7	2.3	10.7	6.8
York	46.6	5.3	35.1	19.0

There is an important difference between the data for the years 1940 to 1987 and 1988 to present. Both contain historical establishment data (i.e. the number of jobs in major industry groups.). However, the data are aggregated in different ways and there is a break in the historical series.

The data for years 1940 to 1987 are divided into two major subgroups: manufacturing industries and nonmanufacturing industries. Beginning in 1988 these data are grouped into goods-producing industries (mining, construction and manufacturing) and service-producing industries. This change in publication format began with the revisions to the 1988 data and will be used henceforth. Data prior to 1988 were not revised to the new groupings, so it is not possible to continue the series on the same table. Most of the individual industry lines are continuous between the years 1987 and 1988, although a few are not.

The change in format was made in recognition that the service-producing industries now account for a much larger share of total jobs than was the case when the original manufacturing/nonmanufacturing format was chosen. Because of the growth in service-producing industries and the shrinking employment base in the goods-producing sector, it is desirable to publish more detailed industry breakouts in service-producing industries and to discontinue publishing data for a few of the goods-producing industries where the number of jobs remaining has become quite small.

Size limitations in Tables 10 through 14 preclude publication of additional detail, but historical data series showing more detail are available upon request from the Bureau of Research and Statistics.

Data may not add to totals due to rounding.

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry

TABLE 11

PENNSYLVANIA

EMPLOYEES ON NONAGRICULTURAL PAYROLLS BY MAJOR INDUSTRY GROUP
(in thousands)

INDUSTRY GROUP	1940	1945	1950	1955	1960	1965	1970	1975	1980	1985	1990	RECORD HIGH 1/	RECORD LOW 2/
NONAGRICULTURAL WAGE AND SALARY	2,893.5	3,335.3	3,644.4	3,749.6	3,715.4	3,917.5	4,351.6	4,435.8	4,753.1	4,730.3	5,177.4	5,177.4 (1990)	2,701.5 (1939)
GOODS PRODUCING	1,444.4	1,737.9	1,818.6	1,784.9	1,657.5	1,704.9	1,760.3	1,565.4	1,567.3	1,313.0	1,271.1	N/A	N/A
Mining	222.2	177.1	176.0	94.4	58.3	45.3	39.5	46.1	49.0	36.3	27.5	222.2 (1940)	27.3 (1989)
Contract Construction	87.9	75.4	157.1	175.5	154.7	165.5	192.0	184.5	190.1	187.1	228.7	233.0 (1989)	68.9 (1944)
Manufacturing	1,134.3	1,485.4	1,485.5	1,515.0	1,444.5	1,494.1	1,528.8	1,334.8	1,328.2	1,089.6	1,014.9	1,653.5 (1953)	1,014.9 (1990)
SERVICE PRODUCING	INA	INA	1,825.8	1,964.6	2,058.0	2,212.7	2,591.4	2,870.6	3,185.8	3,417.4	3,906.3	N/A	N/A
Transportation and Public Utilities	270.4	319.3	330.7	317.4	278.6	263.4	267.5	256.5	263.3	240.6	266.4	347.2 (1951)	239.5 (1986)
Wholesale Trade	INA	INA	156.4	169.7	176.6	182.4	203.2	216.1	244.3	254.0	277.4	278.8 (1989)	148.8 (1947)
Retail Trade	INA	INA	483.2	501.4	508.0	529.9	613.3	670.8	744.0	813.4	904.4	904.4 (1990)	470.1 (1947)
Finance, Insurance and Real Estate	97.5	95.8	121.1	139.3	152.9	162.1	189.9	207.3	236.8	263.1	300.2	300.2 (1990)	89.9 (1939)
Service	294.3	303.8	395.7	440.7	505.8	566.5	698.8	798.5	974.1	1,166.1	1,450.4	1,450.4 (1990)	278.4 (1939)
Government	292.2	390.8	338.7	396.1	436.1	508.4	618.7	721.4	723.3	680.2	707.5	723.3 (1980)	286.8 (1939)
Federal	INA	INA	108.6	138.5	134.2	135.4	145.3	134.4	134.9	138.3	142.6	151.7 (1952)	107.4 (1948)
State and Local	INA	INA	230.1	257.6	302.0	373.0	473.3	587.0	588.4	541.7	564.9	591.2 (1978)	221.5 (1947)

1/ Highest employment figure recorded for years for which data are available.

2/ Lowest employment figure recorded for years for which data are available.

NOTE: Data available back to 1947 for state and local government and for wholesale and retail trade, and to 1939 for other industries. Annual Averages have been computed for "Goods Producing" and "Service Producing" for the purposes of this table. Monthly data and intervening years are not available. Data may not add to totals due to rounding.

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry

TABLE 12
PENNSYLVANIA
PERCENT DISTRIBUTION OF EMPLOYMENT BY INDUSTRY

INDUSTRY GROUP	1940	1945	1950	1955	1960	1965	1970	1975	1980	1985	1990
NONAGRICULTURAL WAGE AND SALARY	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
GOODS PRODUCING	49.9	52.1	49.9	47.6	44.6	43.5	40.5	35.3	33.0	27.8	24.6
Mining	7.7	5.3	4.8	2.5	1.6	1.2	0.9	1.0	1.0	0.8	0.5
Contract Construction	3.0	2.3	4.3	4.7	4.2	4.2	4.4	4.2	4.0	4.0	4.4
Manufacturing	39.2	44.5	40.8	40.4	38.9	38.1	35.1	30.1	27.9	23.0	19.6
SERVICE PRODUCING	NA	NA	50.1	52.4	55.4	56.5	59.6	64.7	67.0	72.2	75.4
Transportation and Public Utilities	9.3	9.6	9.1	8.5	7.5	6.7	6.1	5.8	5.5	5.1	5.1
Wholesale Trade	NA	NA	4.3	4.5	4.8	4.7	4.7	4.9	5.1	5.4	5.4
Retail Trade	NA	NA	13.3	13.4	13.7	13.5	14.1	15.1	15.7	17.2	17.5
Finance, Insurance and Real Estate	3.4	2.9	3.3	3.7	4.1	4.1	4.4	4.7	5.0	5.6	5.8
Service	10.2	9.1	10.9	11.8	13.6	14.5	16.1	18.0	20.5	24.7	28.0
Government	10.1	11.7	9.3	10.6	11.7	13.0	14.2	16.3	15.2	14.4	13.7
Federal	NA	NA	3.0	3.7	3.6	3.5	3.3	3.0	2.8	2.9	2.8
State and Local	NA	NA	6.3	6.9	8.1	9.5	10.9	13.2	12.4	11.5	10.9

Data are annual averages for all years shown.

Data may not add to totals due to rounding.

Data available back to 1947 for state and local government and for wholesale and retail trade, and to 1939 for other industries

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry

TABLE 13
UNITED STATES
EMPLOYEES ON NONAGRICULTURAL PAYROLLS BY INDUSTRY GROUP
(in thousands)

INDUSTRY GROUP	1940	1945	1950	1955	1960	1965	1970	1975	1980	1985	1990	RECORD HIGH 1/	RECORD LOW 2/
NONAGRICULTURAL WAGE AND SALARY	32,361	40,374	45,197	50,641	54,189	60,765	70,880	76,945	90,406	97,519	110,321	110,321 (1990)	25,940 (1934)
GOODS PRODUCING	13,221	17,507	18,506	20,513	20,434	21,926	23,578	22,600	25,658	24,859	25,001	25,658 (1980)	10,261 (1934)
Mining	925	836	901	792	712	632	623	752	1,027	927	735	1,139 (1981)	606 (1968)
Contract Construction	1,311	1,147	2,364	2,839	2,926	3,232	3,588	3,525	4,346	4,673	5,204	5,300 (1989)	877 (1934)
Manufacturing	10,985	15,524	15,241	16,882	16,796	18,062	19,367	18,323	20,285	19,260	19,062	21,040 (1979)	8,501 (1934)
SERVICE PRODUCING	19,140	22,867	26,691	30,128	33,755	38,839	47,302	54,345	64,748	72,660	85,320	85,320 (1990)	15,679 (1934)
Transportation and Public Utilities	3,038	3,906	4,034	4,141	4,004	4,036	4,515	4,542	5,146	5,238	5,839	5,839 (1990)	2,750 (1934)
Wholesale Trade	1,835	1,949	2,635	2,926	3,143	3,466	3,993	4,415	5,275	5,717	6,361	6,361 (1990)	1,822 (1943)
Retail Trade	4,914	5,365	6,751	7,610	8,248	9,250	11,047	12,645	15,035	17,356	19,788	19,788 (1990)	4,914 (1940)
Finance, Insurance and Real Estate	1,485	1,481	1,888	2,298	2,629	2,977	3,645	4,165	5,160	5,955	6,832	6,832 (1990)	1,304 (1934)
Service	3,665	4,222	5,357	6,240	7,378	9,036	11,548	13,892	17,890	22,000	28,209	28,209 (1990)	3,045 (1934)
Government	4,203	5,944	6,026	6,913	8,353	10,074	12,553	14,685	16,241	16,394	18,291	18,291 (1990)	4,203 (1940)
Federal	996	2,808	1,928	2,187	2,270	2,378	2,731	2,748	2,866	2,875	3,085	3,085 (1990)	652 (1934)
State and Local	3,207	3,136	4,098	4,726	6,083	7,696	9,822	11,937	13,375	13,519	15,205	15,205 (1990)	3,134 (1944)

1/ Highest employment figure recorded for years for which data are available.

2/ Lowest employment figure recorded for years for which data are available.

Data are annual averages for all years shown.

Data available back to 1940 for state and local government and for wholesale and retail trade, and to 1934 for other industries

SOURCE: Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, March 1991.

TABLE 14
UNITED STATES
PERCENT DISTRIBUTION OF EMPLOYMENT BY INDUSTRY

INDUSTRY GROUP	1940	1945	1950	1955	1960	1965	1970	1975	1980	1985	1990
NONAGRICULTURAL WAGE AND SALARY	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
GOODS PRODUCING	40.9	43.4	40.9	40.5	37.7	36.1	33.3	29.4	28.4	25.5	22.7
Mining	2.9	2.1	2.0	1.6	1.3	1.0	0.9	1.0	1.1	1.0	0.7
Contract Construction	4.1	2.8	5.2	5.6	5.4	5.3	5.1	4.6	4.8	4.8	4.7
Manufacturing	33.9	38.5	33.7	33.3	31.0	29.7	27.3	23.8	22.4	19.7	17.3
SERVICE PRODUCING	59.1	56.6	59.1	59.5	62.3	63.9	66.7	70.6	71.6	74.5	77.3
Transportation and Public Utilities	9.4	9.7	8.9	8.2	7.4	6.6	6.4	5.9	5.7	5.4	5.3
Wholesale Trade	5.7	4.8	5.8	5.8	5.8	5.7	5.6	5.7	5.8	5.9	5.8
Retail Trade	15.2	13.3	14.9	15.0	15.2	15.2	15.6	16.4	16.6	17.8	17.9
Finance, Insurance and Real Estate	4.6	3.7	4.2	4.5	4.9	4.9	5.1	5.4	5.7	6.1	6.2
Service	11.3	10.5	11.9	12.3	13.6	14.9	16.3	18.1	19.8	22.6	25.6
Government	13.0	14.7	13.3	13.7	15.4	16.6	17.7	19.1	18.0	16.8	16.6
Federal	3.1	7.0	4.3	4.3	4.2	3.9	3.9	3.6	3.2	2.9	2.8
State and Local	9.9	7.8	9.1	9.3	11.2	12.7	13.9	15.5	14.8	13.9	13.8

Data are annual averages for all years shown.

Data available back to 1940 for state and local government and for wholesale and retail trade, and to 1934 for other industries

SOURCE: Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, March 1991.

TABLE 15

UNITED STATES
PERCENT DISTRIBUTION OF INDUSTRY EMPLOYMENT, BY SEX
1979 AND 1989 ANNUAL AVERAGES

Industry Title	1979		1989	
	Male	Female	Male	Female
Nonagricultural Wage and Salary	58.7	41.3	53.2	46.8
Goods Producing Industries	73.6	26.1	72.1	27.9
Mining	90.5	9.5	86.4	13.6
Contract Construction	92.0	8.0	89.1	10.9
Manufacturing Industries	69.2	30.8	67.0	33.0
Durable Goods	75.7	24.3	73.2	26.8
Lumber and Wood Products	85.0	15.0	83.8	16.2
Furniture and Fixtures	70.4	29.6	68.7	31.3
Stone, Clay and Glass Products	81.2	18.8	79.6	20.4
Primary Metal Industries	89.3	10.7	86.3	13.7
Fabricated Metal Products	79.1	20.9	77.5	22.5
Machinery, except Electrical	80.8	19.2	78.0	22.0
Electrical & Electronic Equipment	57.6	42.4	58.4	41.6
Transportation Equipment	84.4	15.6	80.1	19.9
Instruments and Related Products	57.4	42.6	56.4	43.6
Miscellaneous Manufacturing	52.6	47.4	53.5	46.5
Nondurable Goods	59.2	40.8	58.1	41.9
Food and Kindred Products	70.6	29.4	67.4	32.6
Tobacco Manufacturing	63.4	36.6	66.0	34.0
Textile Mill Products	52.6	47.4	51.5	48.5
Apparel and Other Textile Products	19.0	81.0	20.5	79.5
Paper and Allied Products	77.1	22.9	75.3	24.7
Printing and Publishing	60.9	39.1	56.1	43.9
Chemicals and Allied Products	75.6	24.4	70.4	29.6
Petroleum and Coal Products	87.5	12.5	84.0	16.0
Rubber and Miscellaneous Plastics	64.8	35.2	65.3	34.7
Leather and Leather Products	39.3	60.7	41.0	59.0
Service Producing Industries	52.3	47.7	47.3	52.7
Transportation and Public Utilities	76.1	23.9	71.3	28.7
Wholesale Trade	74.6	25.4	69.7	30.3
Retail Trade	50.9	49.1	46.9	53.1
Finance, Insurance and Real Estate	41.8	58.2	37.2	62.8
Services	41.8	58.2	39.3	60.7
Government	53.0	47.0	48.2	51.8
Federal Government	68.5	31.5	64.3	35.7
State Government	55.4	44.6	50.7	49.3
Local Government	47.6	52.4	42.7	57.3

NOTE: Breakdown of industry employment by sex is not available for states or local areas. However, in most areas, the actual distribution of the sexes in particular industries is not likely to vary widely from the national averages.

SOURCE: Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, March 1980 and March 1990.

TABLE 16
PENNSYLVANIA
FIFTY LARGEST EMPLOYERS .
MARCH 1990

RANK	NAME OF EMPLOYER
1	UNITED STATES GOVERNMENT
2 *	PENNSYLVANIA STATE GOVERNMENT
3	CITY OF PHILADELPHIA
4	SCHOOL DISTRICT OF PHILADELPHIA
5	COMM. OF PA - P S U
6	SEARS, ROEBUCK & COMPANY
7	WESTINGHOUSE ELECTRIC CORP.
8	BELL TELEPHONE COMPANY
9	GENERAL ELECTRIC COMPANY
10	UNIVERSITY OF PITTSBURGH
11	TRUSTEES OF THE UNIVERSITY OF PENNA
12	ACME MARKETS, INC.
13	K-MART CORP.
14	J C PENNEY COMPANY, INC.
15	THE PRUDENTIAL INS. CO. OF AMERICA
16	COMM. OF PA - HIGHER EDUCATION
17	PHILA. ELECTRIC COMPANY
18	WFIS MARKETS, INC.
19	BETHLEHEM STEEL CORPORATION
20	UNITED PARCEL SERVICE INC.
21	STRAWBRIDGE & CLOTHIER
22	USX CORPORATION
23	U S AIR, INC.
24	TEMPLE UNIVERSITY
25	COMM. OF PA - S E P T A
26	PENNA POWER & LIGHT CO.
27	MELLON BANK
28	A M P INCORPORATED
29	HERSHEY FOODS CORPORATION
30	GIANT FOOD STORES, INC.
31	AMES DEPT. STORES INC.
32	AT & T TECHNOLOGIES, INC.
33	HILLS DEPARTMENT STORES
34	PPG INDUSTRIES, INC.
35	GIANT EAGLE, INC.
36	THE BOEING COMPANY.
37	THE BOARD OF EDUCATION OF THE SCHOOL DIS. OF PGH.
38	UNISYS CORPORATION
39	LEHIGH VALLEY HOSPITAL CENTER
40	THE PHILA. NATIONAL BANK
41	ALLEGHENY COUNTY
42	MERCK & CO., INC. CITY OF PITTSBURGH
43	PENNSYLVANIA BLUE SHIELD
44	THOMAS JEFFERSON UNIVERSITY
45	PITTSBURGH, CITY OF
46	INT'L. BUSINESS MACHINES CORP.
47	AIR PRODUCTS & CHEMICALS, INC.
48	BOSCOV'S DEPT. STORE, INC.
49	ARMSTRONG WORLD IND., INC.
50	ALLEGHENY GENERAL HOSPITAL

* COMMONWEALTH OF PENNSYLVANIA INCLUDES ALL STATE EMPLOYMENT EXCEPT PENNSYLVANIA STATE UNIVERSITY, SEPTA, AND THE SYSTEM OF HIGHER EDUCATION.

SECTION III

INDUSTRY TRENDS AND DEVELOPMENTS

B. Industry Outlook

Nonagricultural wage and salary employment statewide is expected to rise beyond 5.1 million through 1995. This represents an increase of about 400,000 jobs from 1985 as compared with an increase of about 300,000 jobs between 1975 and 1985.

The structure of employment in Pennsylvania has undergone considerable change in recent decades. Manufacturing's share of nonagricultural wage and salary employment has dropped from 38.9 percent in 1960 to 35.1 percent in 1970 to 23.0 percent in 1985. The primary metal industry led the decline, with its share of employment dropping from 6.8 percent in 1960 to 2.2 percent in 1985, followed by apparel and other textile products, with 4.5 percent in 1960 and 2.1 percent in 1985. In contrast, nonmanufacturing industries, particularly services, have experienced rapid growth and have increased their share of nonagricultural wage and salary employment from 61.1 percent in 1960 to 77.0 percent in 1985.

Between 1960 and 1970, nonagricultural wage and salary employment in Pennsylvania rose by 17.1 percent. The nonmanufacturing sector had a gain of 24.3 percent while manufacturing grew by 5.8 percent. The most rapid increase among broad industry groups, was posted by the government segment of nonmanufacturing, which grew at an annual average compounded rate of 3.6 percent or 41.9 percent for the decade. Expansion of government during the 1960's reflected not only the strong demand for teachers and other educational personnel as the baby-boom generation entered school, but also the effects of the Vietnam war buildup, and increases in government services resulting from the "Great Society" and other programs.

During the 1970's, job growth continued in nonmanufacturing industries with the exception of slight employment losses in federal government, contract construction, and transportation and public utilities. Between 1970 and 1980, employment rose 39.4 percent in services, 24.3 percent in state and local government, 24.7 percent in finance, insurance and real estate, and 21.0 percent in trade. During the same time period manufacturing employment dropped by 13.1 percent. This decline was led by a 23.5 percent loss in apparel and other textile products and an 18.1 percent loss in primary metals.

Over the 1975-1985 period, employment in manufacturing dropped 245,700 jobs while nonmanufacturing employment soared by 547,800 to 3,646,800 in 1985, a figure higher than the total of all nonagricultural jobs in the state prior to the 1950s. In the manufacturing division, employment in both the durable goods and nondurable goods sectors fell during this period. Primary metals and apparel and textile products again bore the brunt of the job erosion. Annual average 1985 employment in the nonmanufacturing division increased by 547,800 over the 1975 total. Specific nonmanufacturing industry lines providing record job levels during 1985 were services, retail trade, finance, insurance and real estate, and wholesale trade.

During the 1985-1995 period, the shift from manufacturing to nonmanufacturing employment is expected to continue. Nonmanufacturing employment is projected to increase by 13.7 percent, contrasted with a loss of 12.5 percent for manufacturing industries. This will result in a net gain of 362,900 jobs, an increase of 7.7 percent over the ten-year period. The services industry, paced by health services and business services, is projected to have the largest employment gain among broad industry groups. The employment shares of trade, construction, finance, insurance, and real estate are also expected to rise through 1995. Although small gains are projected for government, transportation and public utilities, these industries will represent smaller portions of all jobs by 1995.

Projected declines in durable goods industries account for three out of four job losses in the manufacturing sector. Once again, the greatest losses are expected to occur in the primary metal industries. The only durable goods industry showing employment growth potential is lumber and wood products.

Two out of three of the projected job losses in nondurable goods will likely occur in the apparel and other textile products industry, as foreign imports and domestic competition continue to plague this industry. Employment growth is projected for printing and publishing, chemicals and allied products, and food and kindred products industries.

TABLE 17

SUMMARY TABLE

PENNSYLVANIA AND MAJOR LABOR MARKET AREA TOTAL NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT:
ANNUAL AVERAGE 1985 AND PROJECTED 1995

[Data are a count of jobs in thousands]

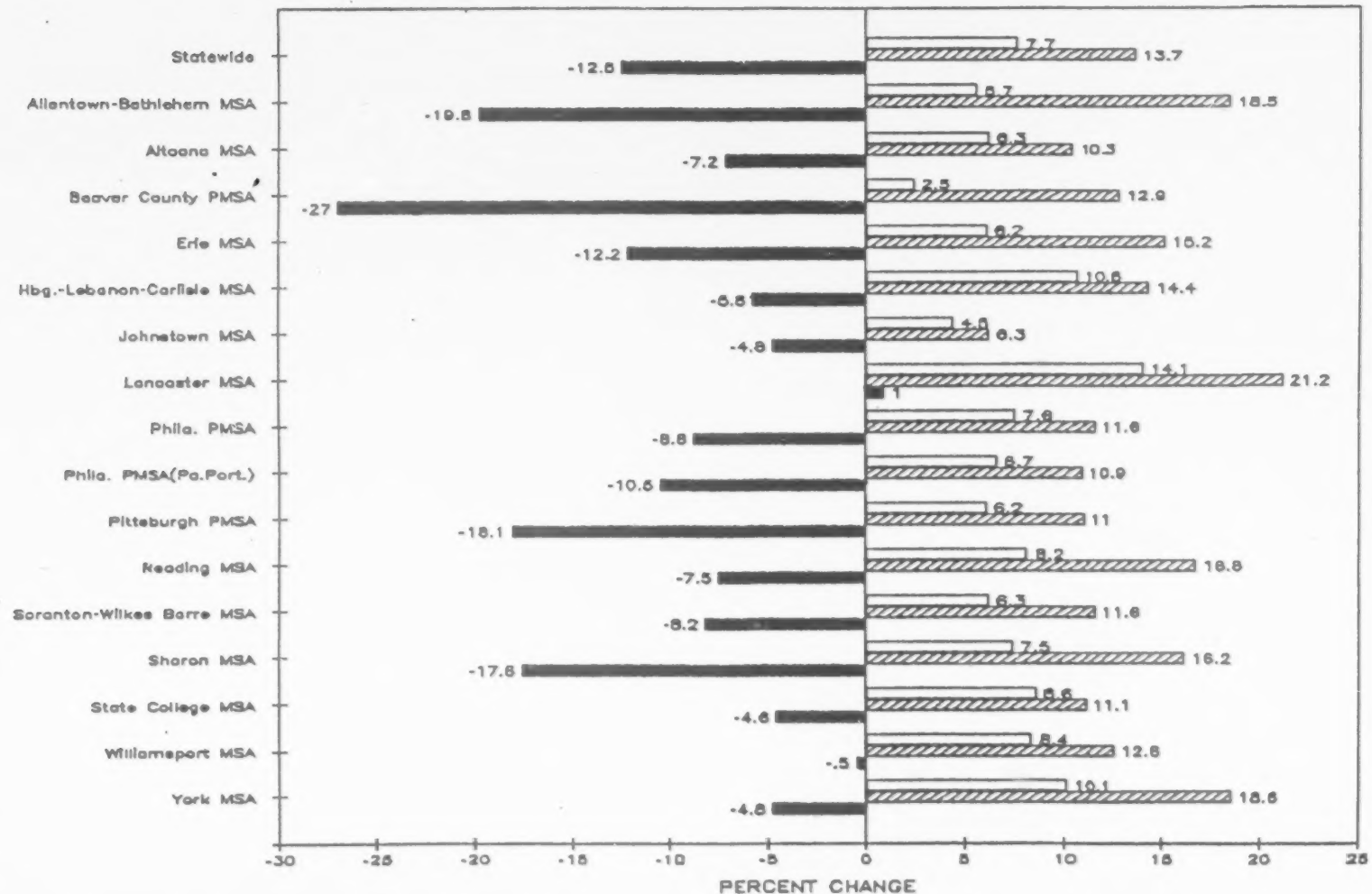
State and Major Labor Market Areas	Total Nonagricultural Wage and Salary Employment			
	Employment		Change '85-'95	
	1985	1995	#	%
Statewide	4,739.1	5,102.0	362.9	7.7
Allentown-Bethlehem MSA	262.8	277.8	15.1	5.7
Altoona MSA	49.1	52.2	3.1	6.3
Beaver County PMSA	53.5	54.8	1.3	2.5
Erie MSA	109.3	116.0	6.7	6.2
Harrisburg-Lebanon-Carlisle MSA	276.3	305.5	29.2	10.6
Johnstown MSA	78.0	78.4	3.4	4.5
Lancaster MSA	165.9	189.4	23.5	14.1
Philadelphia PMSA	2,047.9	2,204.0	156.1	7.6
Philadelphia PMSA (Pa. Portion)	1,652.2	1,763.0	110.8	6.7
Pittsburgh PMSA	850.0	903.0	53.0	6.2
Reading MSA	142.3	154.0	11.7	8.2
Scranton-Wilkes Barre MSA	275.2	292.5	17.3	6.3
Sharon MSA	40.0	43.0	3.0	7.5
State College MSA	49.4	53.7	4.3	8.6
Williamsport MSA	45.5	49.3	3.8	8.4
York MSA	161.3	177.8	16.3	10.1

Percent change based on unrounded figures.

SOURCE: Bureau of Research and Statistics, Dept. of Labor and Industry

GRAPH 1

PENNSYLVANIA & MAJOR LABOR MARKET AREAS
PERCENT CHANGE IN EMPLOYMENT BY BROAD INDUSTRIAL CATEGORIES
FROM 1985 TO PROJECTED 1995



TOTAL NONAG. WAGE & SALARY



NONMANUFACTURING



..

GRAPH 2
PENNSYLVANIA
PERCENT DISTRIBUTION OF NONAGRICULTURAL WAGE & SALARY EMPLOYMENT
BY MAJOR INDUSTRY DIVISIONS
FOR ESTIMATED 1975 & 1985 AND PROJECTED 1995

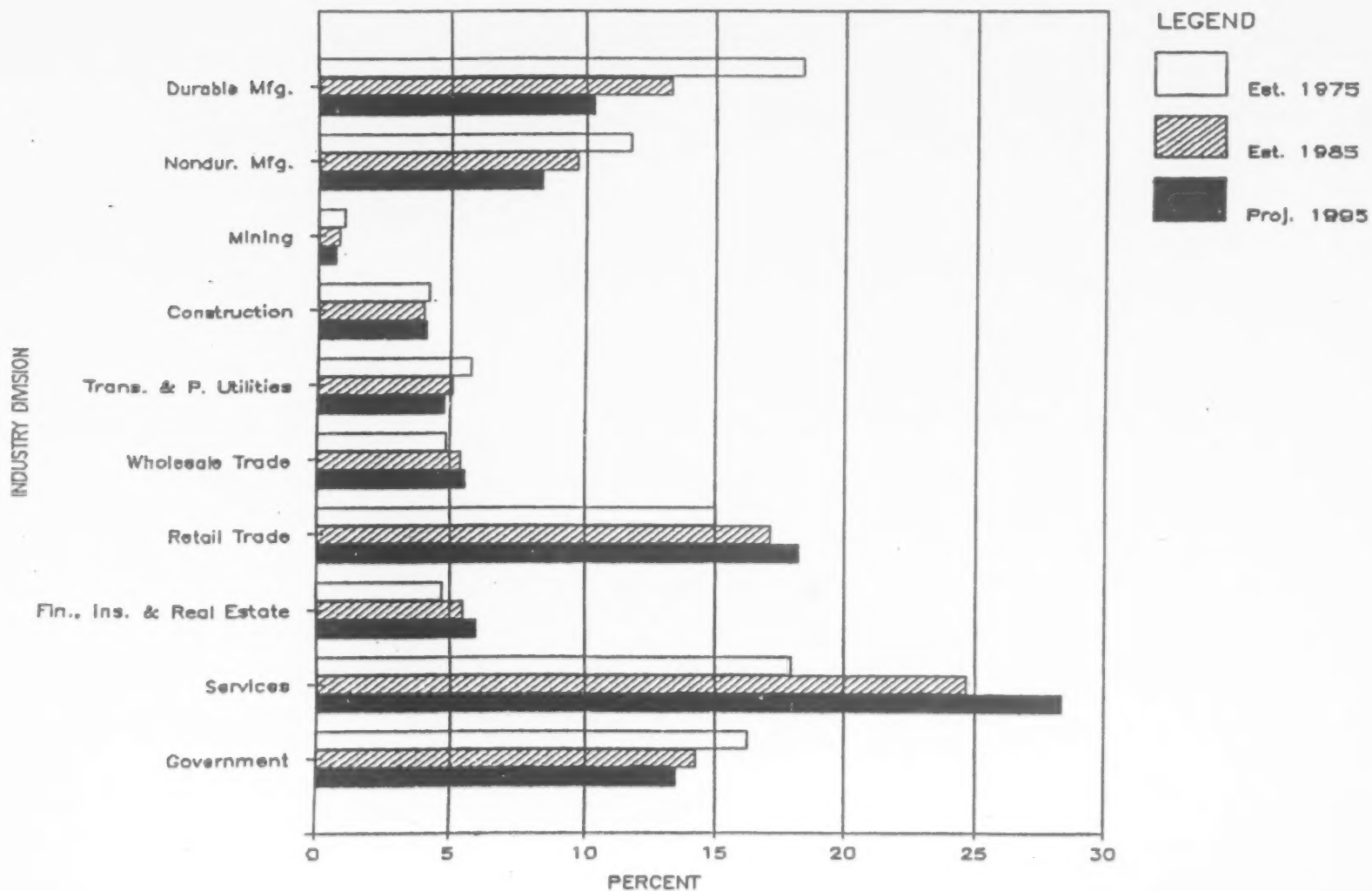


TABLE 18
PENNSYLVANIA
PROJECTED EMPLOYMENT CHANGES FOR SELECTED INDUSTRIES
FROM 1985 TO 1995

Largest Job Gains by Volume	Employ- ment Gain	Fastest Growing by Rate of Change	% Increase
1. Health Services (Private)	94,300	1. Holding & Other Investment Offices	44.8
2. Business Services	79,900	2. Business Services	42.7
3. Eating & Drinking Places	53,100	3. Legal Services	33.8
4. Wholesale Trade - Durable Goods	27,600	4. Social Services	32.1
5. Social Services	22,250	5. Miscellaneous Repair Services	28.5
6. Food Stores	19,970	6. Transportation Services	26.0
7. Educational Services (Private)	16,000	7. Health Services (Private)	24.4
8. General Merchandise Stores	13,450	8. Security, Commodity Brokers & Serv.	22.4
9. Miscellaneous Retail	12,900	9. Credit Agencies Other Than Banks	21.6
10. Banking	11,600	10. Eating & Drinking Places	21.5
11. Insurance Carriers	10,800	11. Transportation by Air	20.3
12. Legal Services	10,600	11. Amusement & Recreation Services	20.3
13. Miscellaneous Services	10,400	13. Hotels & Other Lodging Places	19.9
14. Hotels & Other Lodging Places	10,200	14. Miscellaneous Services	19.5
15. Special Trade Contractors	8,600	15. Wholesale Trade - Durable Goods	17.4

Most Job Loss by Volume	Employ- ment Loss	Most Rapidly Declining by Rate of Change	% Decrease
1. Primary Metal Industries	33,650	1. Metal Mining	100.0
2. Apparel & Other Textile Products	21,900	2. Tobacco Manufactures	65.2
3. Machinery, Exc. Electrical	19,850	3. Primary Metal Industries	32.2
4. Electric & Electronic Equipment	15,700	4. Leather & Leather Products	28.3
5. Fabricated Metal Products	14,350	5. Petroleum & Coal Products	23.8
6. Transportation Equipment	10,950	6. Railroad Transportation	22.9
7. Textile Mill Products	6,800	7. Apparel & Other Textile Products	21.9
8. Stone, Clay & Glass Products	5,400	8. Textile Mill Products	21.3
9. Railroad Transportation	5,200	9. Machinery, Exc. Electrical	17.4
10. Leather & Leather Products	3,200	10. Transportation Equipment	17.2
11. Petroleum & Coal Products	3,000	11. Fabricated Metal Products	15.8
12. Bituminous Coal & Lignite Mining	2,600	12. Electric & Electronic Equipment	15.0
13. Instruments & Related Products	2,500	13. Stone, Clay & Glass Products	11.3
14. Furniture & Fixtures	1,800	14. Bituminous Coal & Lignite Mining	11.0
14. Federal Government	1,800	15. Anthracite Mining	9.8

SOURCE: Bureau of Research and Statistics, Pa. Dept. of Labor and Industry

TABLE 19
PENNSYLVANIA
ESTIMATED AND PROJECTED NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY INDUSTRY
ANNUAL AVERAGE: 1985 AND 1995

[Data are a count of jobs]

SIC	Industry Title	Estimated 1985 Employment	Projected 1995 Employment	Employment Change 1985-95		
				Net Change	Percent Change	Annual Average Change
	TOTAL ALL NONAG. WAGE & SALARY IND.	4,739,100	5,102,000	362900	7.7	36290
	TOTAL MANUFACTURING INDUSTRIES	1,090,860	954,000	-136860	-12.5	-13686
	TOTAL DURABLE GOODS-	629,000	525,500	-103500	-16.5	-10350
24	LUMBER & WOOD PRODUCTS	24,000	25,800	1800	7.5	180
243	Millwork, plywood & structural Other lumber & wood products	7,180 16,820	8,000 17,800	820 980	11.4 5.6	82 98
25	FURNITURE & FIXTURES	20,400	18,600	-1800	-8.8	-180
251	Household furniture	8,080	7,000	-1080	-13.2	-108
252	Office furniture Other furniture & fixtures	5,650 6,690	5,300 6,300	-350 -390	-6.2 -5.8	-35 -39
32	STONE, CLAY & GLASS PRODUCTS	47,900	42,500	-5400	-11.3	-540
322	Glass & glassware, pressed or blown	11,900	10,100	-1800	-15.1	-180
324	Hydraulic cement	2,100	1,800	-300	-14.3	-30
325	Structural clay products	4,800	4,200	-700	-14.3	-70
326	Pottery & related products	3,800	3,300	-500	-13.2	-50
327	Concrete, gypsum & plaster products Other stone, clay & glass products	7,500 17,700	7,100 16,000	-400 -1700	-5.3 -9.6	-40 -170
33	PRIMARY METAL INDUSTRIES	104,650	71,000	-33650	-32.2	-3365
331	Blast furnace & basic steel products	67,650	42,500	-25150	-37.2	-2515
332	Iron & steel foundries	10,850	7,800	-3050	-28.1	-305
335	Nonferrous rolling & drawing	12,700	10,000	-2700	-21.3	-270
336	Nonferrous foundries Other primary metal industries	5,900 7,550	4,800 5,900	-1100 -1650	-18.6 -21.8	-110 -165
34	FABRICATED METAL PRODUCTS	91,850	77,500	-14350	-15.6	-1435
341	Metal cans & shipping containers	2,700	2,000	-700	-25.9	-70
342	Cutlery, hand tools & hardware	5,450	4,800	-650	-11.9	-65
343	Plumbing & heating exc. electrical	2,210	1,700	-510	-23.1	-51
344	Fabricated structural metal products	31,910	28,100	-3810	-11.9	-381
345	Screw machine products, bolts, etc.	6,610	5,100	-1510	-22.8	-151
346	Metal forgings & stampings	15,630	12,000	-3630	-23.2	-363
347,8	Metal serv. & ordnance n.e.c.	8,340	7,300	-1040	-12.5	-104
349	Miscellaneous fabricated metal prods.	19,000	16,500	-2500	-13.2	-250

TABLE 19 (Cont.)
PENNSYLVANIA
ESTIMATED AND PROJECTED NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY INDUSTRY
ANNUAL AVERAGE: 1985 AND 1995

[Data are a count of jobs]

SIC	Industry Title	Estimated 1985 Employment	Projected 1995 Employment	Employment Change 1985-95		
				Net Change	Percent Change	Annual Average Change
35	MACHINERY, EXC. ELECTRICAL	114,350	94,500	-19850	-17.4	-1985
351	Engines & Turbines	5,200	3,700	-1500	-28.8	-150
352	Farm & garden machinery	3,200	2,700	-500	-15.6	-50
353	Construction & related machinery	16,700	12,500	-4200	-25.1	-420
354	Metal working machinery	18,800	15,700	-3200	-16.9	-320
355	Special industry machinery	9,200	7,100	-2100	-22.8	-210
356	General industrial machinery	22,000	17,300	-4700	-21.4	-470
357	Office and computing machines	14,420	15,000	580	4.0	58
358	Refrigeration & service industry mach.	9,800	8,300	-1300	-13.5	-130
359	Miscellaneous machinery, exc. elec.	15,130	12,200	-2930	-19.4	-293
36	ELECTRIC & ELECTRONIC EQUIPMENT	104,400	88,700	-15700	-15.0	-1570
361	Electric distributing equipment	8,000	8,000	-2000	-25.0	-200
362	Electrical industrial apparatus	16,800	13,500	-3400	-20.1	-340
363	Household appliances	3,200	2,500	-700	-21.9	-70
364	Electric lighting & wiring equipment	21,200	19,000	-2200	-10.4	-220
366	Communication equipment	10,300	9,000	-1300	-12.6	-130
367	Electronic components & accessories	35,800	31,000	-4600	-12.9	-460
	Other electric & electronic equipment	9,200	7,700	-1500	-16.3	-150
37	TRANSPORTATION EQUIPMENT	83,750	52,900	-10950	-17.2	-1095
371	Motor vehicles & equipment	25,500	20,800	-4700	-18.4	-470
372	Aircraft & parts	10,200	9,500	-700	-6.9	-70
373	Ship & boat building & repairing	2,100	1,300	-800	-38.1	-80
374	Railroad equipment	11,300	7,800	-3500	-31.0	-350
	Other transportation equipment	14,650	13,400	-1250	-8.5	-125
38	INSTRUMENTS & RELATED PRODUCTS	37,600	35,100	-2500	-6.6	-250
382	Measuring & controlling devices	17,100	15,000	-2100	-12.3	-210
384	Medical instruments & supplies	11,300	11,200	-100	-0.9	-10
	Other instruments & related products	9,200	8,900	-300	-3.3	-30
39	MISCELLANEOUS MANUFACTURING INDUSTRIES	20,100	19,000	-1100	-5.5	-110

TABLE 19 (Cont.)
PENNSYLVANIA
ESTIMATED AND PROJECTED NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY INDUSTRY
ANNUAL AVERAGE: 1985 AND 1995

[Data are a count of jobs]

SIC	Industry Title	Estimated 1985 Employment	Projected 1995 Employment	Employment Change 1985-95		
				Net Change	Percent Change	Annual Average Change
	TOTAL NONDURABLE GOODS	451,860	428,500	-33360	-7.2	-3336
20	FOOD & KINDRED PRODUCTS	90,500	91,800	1300	1.4	130
201	Meat products	13,500	14,500	1000	7.4	100
202	Dairy products	10,600	11,000	400	3.8	40
203	Preserved fruits & vegetables	11,200	11,400	200	1.8	20
204	Grain mill products	5,500	6,000	500	9.1	50
205	Bakery products	17,100	16,700	-400	-2.3	-40
206	Sugar & confectionery products	14,200	13,900	-300	-2.1	-30
208	Beverages	8,600	8,400	-200	-2.3	-20
	Other food & kindred products	9,800	9,900	100	1.0	10
21	TOBACCO MANUFACTURES	2,300	800	-1500	-65.2	-150
22	TEXTILE MILL PRODUCTS	31,000	24,400	-6600	-21.3	-660
222	Weaving mills, synthetics	4,000	3,400	-600	-15.0	-60
225	Knitting Mills	13,000	10,100	-2900	-22.3	-290
227	Floor covering mills	3,000	2,700	-300	-10.0	-30
228	Yarn & thread mills	2,800	2,100	-700	-25.0	-70
	Other textile mill products	8,200	6,100	-2100	-25.6	-210
23	APPAREL & OTHER TEXTILE PRODUCTS	100,200	78,300	-21900	-21.9	-2190
231	Men's & boys' suits & coats	13,000	9,500	-3500	-26.9	-350
232	Men's & boys' furnishings	16,400	11,200	-5200	-31.7	-520
233	Women's & misses' outerwear	43,300	34,000	-9300	-21.5	-930
234	Women's & children's undergarments	9,800	8,500	-1300	-13.3	-130
236	Children's outerwear	6,300	5,700	-600	-9.5	-60
	Other apparel & textile products	11,400	9,400	-2000	-17.5	-200
26	PAPER & ALLIED PRODUCTS	41,310	39,800	-1510	-3.7	-151
262	Paper mills exc. building paper	10,400	9,800	-600	-5.8	-60
265	Paperboard containers & boxes	12,800	11,800	-800	-6.3	-80
	Other paper & allied products	18,310	18,200	-110	-0.6	-11
27	PRINTING & PUBLISHING	76,200	79,300	3100	4.1	310
271	Newspapers	22,600	22,000	-600	-2.7	-60
273	Books	5,140	5,300	160	3.1	16
275	Commercial printing	26,300	28,700	2400	9.1	240
276	Manifold business forms	5,080	5,700	620	12.2	62
	Other printing & publishing	17,080	17,600	520	3.0	52

TABLE 19 (Cont.)

PENNSYLVANIA
ESTIMATED AND PROJECTED NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY INDUSTRY
ANNUAL AVERAGE: 1985 AND 1995

(Data are a count of jobs)

SIC	Industry Title	Estimated 1985 Employment	Projected 1995 Employment	Employment Change 1985-95		
				Net Change	Percent Change	Annual Average Change
28	CHEMICALS & ALLIED PRODUCTS	59,800	61,300	1500	2.5	150
281	Industrial inorganic chemicals	9,900	10,100	200	2.0	20
282	Plastic materials & synthetics	8,100	7,700	-400	-4.9	-40
283	Drugs	19,600	22,500	2900	14.8	290
284	Soap, cleaners & toilet goods	3,900	4,100	200	5.1	20
285	Paints & allied products	3,800	3,400	-400	-10.5	-40
	Other chemicals & allied products	14,500	13,500	-1000	-6.9	-100
29	PETROLEUM & COAL PRODUCTS	12,800	9,600	-3000	-23.8	-300
291	Petroleum refining	10,000	7,600	-2400	-24.0	-240
	Other petroleum & coal products	2,600	2,000	-600	-23.1	-60
30	RUBBER & MISC. PLASTICS PRODUCTS	36,650	35,100	-1550	-4.2	-155
301	Tires & inner tubes	2,000	800	-1200	-60.0	-120
306	Fabricated rubber products, n.e.c.	4,300	3,900	-400	-9.3	-40
307	Miscellaneous plastics products	28,300	28,800	500	1.8	50
	Other rubber & misc. plastics products	2,050	1,600	-450	-22.0	-45
31	LEATHER & LEATHER PRODUCTS	11,300	8,100	-3200	-28.3	-320
314	Footwear, exc. rubber	8,700	6,200	-2500	-28.7	-250
	Other leather & leather products	2,600	1,900	-700	-26.9	-70
	TOTAL NONMANUFACTURING INDUSTRIES	3,648,240	4,148,000	499760	13.7	49976
10-14	MINING	36,340	33,600	-2740	-7.5	-274
10	METAL MINING	20	0	-20	-100.0	-2
11	ANTHRACITE MINING	2,440	2,200	-240	-9.8	-24
12	BITUMINOUS COAL & LIGNITE MINING	23,600	21,000	-2600	-11.0	-260
13	OIL & GAS EXTRACTION	5,680	6,000	320	5.6	32
14	NONMETALLIC MINERALS, EXCEPT FUELS	4,600	4,400	-200	-4.3	-20

TABLE 19 (Cont.)
PENNSYLVANIA
ESTIMATED AND PROJECTED NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY INDUSTRY
ANNUAL AVERAGE: 1985 AND 1995

(Data are a count of jobs)

SIC	Industry Title	Estimated 1985 Employment	Projected 1995 Employment	Employment Change 1985-95		
				Net Change	Percent Change	Annual Average Change
15-17	CONSTRUCTION	189,600	209,000	19400	10.2	1940
15	GENERAL BUILDING CONSTRUCTION	51,200	57,900	6700	13.1	670
18	HEAVY CONSTRUCTION CONTRACTORS	31,900	36,000	4100	12.8	410
17	SPECIAL TRADE CONTRACTORS	106,500	115,100	8600	8.1	860
40-49	TRANSPORTATION & PUBLIC UTILITIES	239,600	245,500	5900	2.5	590
40	RAILROAD TRANSPORTATION	22,700	17,500	-5200	-22.9	-520
41	LOCAL & INTERURBAN PASSENGER TRANSIT	20,700	22,500	1800	8.7	180
42	TRUCKING & WAREHOUSING	66,200	69,700	3500	5.3	350
44	WATER TRANSPORTATION	4,800	4,400	-400	-8.3	-40
45	TRANSPORTATION BY AIR	12,300	14,800	2500	20.3	250
46	PIPE LINES, EXCEPT NATURAL GAS	700	700	0	0.0	0
47	TRANSPORTATION SERVICES	10,400	13,100	2700	26.0	270
48	COMMUNICATION	48,700	47,500	-1200	-2.5	-120
49	ELECTRIC, GAS & SANITARY SERVICES	53,100	55,300	2200	4.1	220
491	Electric services	26,800	28,000	1100	4.1	110
492	Gas production & distribution	8,800	8,400	-400	-4.5	-40
	Other electric, gas & sanitary services	17,400	18,900	1500	8.6	150
50-51	WHOLESALE TRADE	253,800	267,000	33200	13.1	3320
50	WHOLESALE TRADE - DURABLE GOODS	158,400	166,000	27600	17.4	2780
51	WHOLESALE TRADE - NONDURABLE GOODS	95,400	101,000	5600	5.9	580

TABLE 19 (Cont.)
PENNSYLVANIA
ESTIMATED AND PROJECTED NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY INDUSTRY
ANNUAL AVERAGE: 1985 AND 1995

[Data are a count of jobs]

SIC	Industry Title	Estimated 1985 Employment	Projected 1995 Employment	Employment Change 1985-95		
				Net Change	Percent Change	Annual Average Change
52-59	RETAIL TRADE	815,680	933,200	117,520	14.4	11,752
52	BUILDING MATERIALS & GARDEN SUPPLIES	27,200	30,700	3,500	12.9	350
53	GENERAL MERCHANDISE STORES	128,550	142,000	13,450	10.5	1,345
531	Department stores	115,050	128,000	12,950	11.3	1,295
	Other general merchandise stores	13,500	14,000	500	3.7	50
54	FOOD STORES	143,530	163,400	19,870	13.8	1,987
541	Grocery stores	119,790	136,000	16,210	13.5	1,621
	Other food stores	23,740	27,400	3,660	15.4	366
55	AUTOMOTIVE DEALERS & SERVICE STATIONS	85,300	93,300	8,000	9.4	800
56	APPAREL & ACCESSORY STORES	46,800	50,100	3,300	7.1	330
57	FURNITURE & HOME FURNISHINGS STORES	30,500	33,900	3,400	11.1	340
58	EATING & DRINKING PLACES	246,900	300,000	53,100	21.5	5,310
59	MISCELLANEOUS RETAIL	106,900	119,800	12,900	12.1	1,290
60-67	FINANCE, INSURANCE & REAL ESTATE	282,500	304,300	21,800	7.7	2,180
60	BANKING	84,200	95,800	11,600	13.8	1,160
602	Commercial & stock savings banks	77,300	88,000	10,700	13.8	1,070
	Other banking	6,900	7,800	900	13.0	90
61	CREDIT AGENCIES OTHER THAN BANKS	25,900	31,500	5,600	21.6	560
62	SECURITY, COMMODITY BROKERS & SERVICES	11,600	14,200	2,600	22.4	260
63	INSURANCE CARRIERS	74,700	85,500	10,800	14.5	1,080
631	Life insurance	29,300	32,200	2,900	9.9	290
633	Fire, marine & casualty insurance	29,800	33,000	3,200	10.7	320
	Other insurance carriers	15,600	20,300	4,700	30.1	470

TABLE 19 (Cont.)
PENNSYLVANIA
ESTIMATED AND PROJECTED NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY INDUSTRY
ANNUAL AVERAGE: 1985 AND 1995

[Data are a count of jobs]

SIC	Industry Title	Estimated 1985 Employment	Projected 1995 Employment	Employment Change 1985-95		
				Net Change	Percent Change	Annual Average Change
64	INSURANCE AGENTS, BROKERS & SERVICE	22,850	26,500	3850	17.0	385
65	REAL ESTATE	37,400	42,300	4900	13.1	490
66	COMBINED REAL ESTATE, INSURANCE, ETC.	800	900	100	12.5	10
67	HOLDING & OTHER INVESTMENT OFFICES	5,250	7,800	2350	44.8	235
70-89	SERVICES	1,171,120	1,448,400	277280	23.7	27728
70	HOTELS & OTHER LODGING PLACES	51,200	61,400	10200	19.9	1020
72	PERSONAL SERVICES	49,180	56,700	7520	15.3	752
73	BUSINESS SERVICES	187,100	267,000	79900	42.7	7990
75	AUTOMOTIVE REPAIR, SERVICES & GARAGES	33,120	38,000	4880	14.7	488
78	MISCELLANEOUS REPAIR SERVICES	14,630	18,800	4170	28.5	417
78	MOTION PICTURES	5,630	5,600	-30	-0.5	-3
79	AMUSEMENT & RECREATION SERVICES	39,000	46,900	7900	20.3	790
80	HEALTH SERVICES (Excl. State & Local government-run hospitals)	387,200	481,500	94300	24.4	9430
805	Nursing & personal care facilities	64,800	91,000	26200	40.4	2620
806	Hospitals	216,700	245,000	28300	13.1	2830
	Other health services	105,700	145,500	39800	37.7	3980
81	LEGAL SERVICES	31,400	42,000	10600	33.8	1080
82	EDUCATIONAL SERVICES (excl. State & Local govt.-run schools, colleges & univ.)	138,400	154,400	16000	11.8	1600
83	SOCIAL SERVICES	69,250	91,500	22250	32.1	2225
84	MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS	1,770	1,800	30	1.7	3

TABLE 19 (Cont.)
PENNSYLVANIA
ESTIMATED AND PROJECTED NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY INDUSTRY
ANNUAL AVERAGE: 1985 AND 1995

[Data are a count of jobs]

SIC	Industry Title	Estimated 1985 Employment	Projected 1995 Employment	Employment Change 1985-95		
				Net Change	Percent Change	Annual Average Change
86	MEMBERSHIP ORGANIZATIONS	94,070	98,100	4030	4.3	403
89	MISCELLANEOUS SERVICES	53,300	63,700	10400	19.5	1040
	OTHER SERVICES	15,870	21,000	5130	32.3	513
	GOVERNMENT	679,600	687,000	7400	1.1	740
	FEDERAL GOVERNMENT	137,800	136,000	-1800	-1.3	-180
	Post office	39,700	40,000	300	0.8	30
	Other Federal Government	98,100	96,000	-2100	-2.1	-210
	STATE GOVERNMENT	147,500	151,000	3500	2.4	350
	State education	38,990	42,500	3510	9.0	351
	Other State Government	108,510	108,500	-10	.0	-1
	LOCAL GOVERNMENT	394,300	400,000	5700	1.4	570
	Local education	230,010	238,500	8490	3.7	849
	Other Local Government	164,290	161,500	-2790	-1.7	-279

SOURCE: Bureau of Research and Statistics, Pa. Dept. of Labor and Industry

SECTION III

INDUSTRY TRENDS AND DEVELOPMENTS

C. Income and Wage Characteristics and Trends

Per capita income by county for the period 1970-1979 is given in Table 20 and for the period 1980-1988 in Table 21. Per capita income is total income from all sources divided by total population. During this eighteen-year period, income in Pennsylvania increased by 301 percent, slightly below the national average of 307 percent. Except for the period 1975-1977, per capita income in the state was slightly lower than the national average. Montgomery, Chester, Delaware, and Bucks counties, in the southeastern corner of the state, enjoyed the highest per capita income in 1988, all in excess of \$19,000 per year and significantly higher than the state average of \$16,219. Ten counties (Bedford, Clinton, Fayette, Forest, Fulton, Greene, Huntingdon, Mifflin, Potter, and Tioga) posted annual income figures of less than \$12,000 per person. Per capita income in Montgomery County, at \$24,351 per year, was more than double the \$11,039 figure in Huntingdon County. All 67 Pennsylvania counties posted net increases in income between 1987 and 1988.

Per capita income data for states in 1989 can be found in Table 22. Pennsylvania's average of \$17,269 was the 20th highest among the fifty states for the third consecutive year. However, it was still \$327 lower than the national average. For the fourth year in a row, Connecticut held the top position on the list with an average per capita income of \$24,683, followed by New Jersey, the District of Columbia, and Massachusetts. Alaska, which had held the number one spot for several years until being replaced by Connecticut in 1986, fell from fourth in 1987 to seventh in 1988 and then returned to fourth in 1989. As in past years, Mississippi reported the lowest per capita income: \$11,724. During the period 1980-1989, Pennsylvania's per capita income increased by 74.6 percent. Although impressive, this was somewhat lower than the national average of 77.4 percent increase in nine years. Four states (Connecticut, New Jersey, Massachusetts, and New Hampshire) saw their average per capita income double between 1980 and 1989, while the slowest growth in income was just 27.9 percent in Wyoming.

Table 23 gives average annual wages for counties and Metropolitan Statistical Areas in Pennsylvania for the period 1983-1989. Average annual wages differs considerably from per capita income, since it is computed by dividing total earned wages (excluding benefits and nonmonetary compensation) by the total number of employed persons. Average wages thus does not include income from non-wage sources (e.g. interest, rents, and dividends) and is based only on the number of people with jobs. Per capita income, on the other hand, includes all sources of income, but is divided by total population, including persons who are not in the labor force. For the fifth consecutive year, the Philadelphia PMSA posted the highest average wages in 1989, increasing to \$25,314. Among the state's 67 counties, Philadelphia, Montgomery, Chester, Allegheny, Delaware, Greene, and Montour

counties had the highest average annual wages, all in excess of \$23,000, with Philadelphia County averaging more than \$26,000. The counties with the lowest average wages were Forest with \$14,636, Perry with \$14,045 and Sullivan, with \$13,478.

Although the latest per capita income figures in Table 21 are for 1988 and the most recent average annual wages in Table 23 are for 1989, it is illuminating to see where individual counties rank on the two lists. One would normally expect a county with high wages to have a correspondingly high per capita income and vice versa. Usually this is the case; Montgomery County, for example, had the highest per capita income and the second-highest annual wages, while Sullivan County ranked 67th in terms of wages and 57th in terms of per capita income.

However, some counties have widely different rankings in the two lists. Greene County is a particularly interesting case in point. The county ranked fourth among the 67 counties in Pennsylvania in terms of annual average wages, but it ranked 66th in terms of per capita income. This apparent incongruity can be explained by noting that Greene County is rural, has little industry, and has high unemployment. The explanation for the apparent paradox of low income/high wages lies in its high unemployment rate (8.4 percent in 1989) and in its largest industry, coal mining. Mining is the highest-paying industry in Pennsylvania, and because so many Greene County residents work in mining, the average wage, which is based solely on employed people, is high. However, many Greene County residents are unemployed and have little or no income, so that per capita income, which is based on total population, is low. Conversely, Pike County ranked 13th in terms of per capita income but only 59th in terms of average wages. These examples illustrate that a single statistic alone often fails to tell the complete story about an area's economy; it is usually instructive to consider other related figures in attempting to draw conclusions about economic conditions.

Table 24 gives median weekly earnings of full-time wage and salary workers in occupations which employ 50,000 or more persons. These 1989 annual average figures are national data. Breakdowns for men and women are provided. Table 24 is a condensation of a longer table published by the U.S. Department of Labor. Overall, the average male American worker earned \$468 per week in 1989, compared with \$328 for the average female worker. Thus, the average working woman earned just 70.1 cents for every dollar earned by the average working man. For many of these occupations, female earnings are not shown, because the number of women in the occupation is smaller than 50,000 female workers, only one showed higher earnings for women than for men. This was the summary group of mechanics and repairers, where women averaged \$470 per week, \$13 more than men earned.

Among broad occupational groups there was little variation in the differential between male and female earnings. The groups in which women's median weekly earnings came closest to those of men were transportation and material moving occupations and administrative support (including clerical), where women earned slightly more than 75 percent of what men did. The widest differential occurred in sales occupations, where women earned only 57.1 cents for every dollar earned by their male counterparts.

Table 25 presents data obtained via records of employers reporting wages for unemployment compensation purposes. Provided are the number of employers in each industry group in Pennsylvania, the average number of employees, total wages paid in calendar year 1989, and the annual average wage for each employee. The principal value of the data is to show the relative importance of individual industries to the state's economy in terms of the amount of payroll they provide.

Comparisons of average weekly earnings, average weekly hours worked, and average hourly earnings for manufacturing production workers are given in Table 26. Data are provided for the past six calendar years for the fifteen Metropolitan Statistical Areas in Pennsylvania. The smaller steel-making areas have tended to post the highest average weekly earnings, since wages in the steel industry are high, and steel accounts for a large proportion of jobs in some of the smaller Metropolitan Statistical Areas. Beaver County recorded the highest weekly earnings during the period 1985-1986, while the Sharon area had the top earnings between 1987 and 1990. During the past six years, average hourly earnings have risen steadily in Pennsylvania, and more often than not there has also been a general increase in the average number of hours worked. The result has been a definite trend for average weekly earnings to increase throughout most of the state.

Between 1984 and 1989, the average nonsupervisory manufacturing worker's weekly take-home pay rose by 16.9 percent. This was, however, 2.4 percent less than the increase in the consumer price index, which is the usual measure of inflation. Thus, the earnings of Pennsylvania's factory workers did not quite keep pace with inflation.

Recognizing the need for accurate and up-to-date wage data for local labor market areas, the Bureau of Research and Statistics of the Pennsylvania Department of Labor and Industry has undertaken the project of conducting Occupational Wage Surveys in many areas of the state. These surveys are based on voluntary mail survey forms completed by a sample of local employers. In some areas, the sample included all employers who employ ten or more workers. It is obvious that employers also recognize the need to have accurate wage data for a variety of purposes, such as contract negotiations, economic development, and promotion. In each of the areas for which Occupational Wage Surveys have been completed, between 45 and 72 percent of the employers who were asked to participate responded with wage figures for their employees. For each of 108 occupations (135 occupations in the most-recently conducted surveys), the wage surveys include an average wage and an average starting wage, as well as the number of employees in that occupation who were covered by the survey. All data relating to specific employers is confidential. Wherever the sample size is large enough to permit, separate breakdowns for manufacturing and nonmanufacturing industries have been provided.

Occupational Wage Surveys that have been completed, those currently in progress, and those planned for the near future are listed below. Copies may be obtained at no charge from local labor market analysts.

Surveys for the following areas have been completed:

<u>1987</u>	<u>1988</u>	<u>1989</u>	<u>1990</u>
Williamsport	Altoona	Scranton/Wilkes-Barre Johnstown Beaver County Reading Erie Williamsport (second round) Tri-County Area (Armstrong, Butler, and Indiana counties)	Allentown-Bethlehem Lancaster Sharon Altoona (second round)

A wage survey is currently in progress in the Pittsburgh area and will be released early in 1991.

Relative pay levels for major occupational groups are given in Chart 2 for areas in which occupational wage surveys have been completed. The chart shows local wages indexed to a base on which the state average is set equal to 100. Of the eleven areas for which occupational wage surveys are available, the Allentown-Bethlehem MSA has shown the highest average wage levels. In six of the eight occupational categories, wage rates in Allentown-Bethlehem were above the state average, while wages in the other two categories were only slightly below average. The Lancaster and Reading areas also reported above-average wages in six of the eight categories. The Johnstown MSA had the lowest average wages, with all eight categories trailing below the state average, while the Altoona area was below average in seven of the eight occupational groups. The highest positive wage differential occurred in benchwork occupations in the Erie MSA, where workers earned 37 percent more than the state average for these occupations. The largest negative differential was in agricultural, forestry, and fishing occupations in the Tri-County area (Armstrong, Butler, and Indiana counties), where the average local wage was 28 percent below the state average.

TABLE 20

PER CAPITA PERSONAL INCOME BY COUNTY: 1970-1979
(Pennsylvania And U.S. Included For Comparison)

	Dollars									
	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979
Adams	3,739	3,922	4,250	4,646	5,137	5,523	6,321	6,915	7,601	8,447
Allegheny	4,383	4,606	5,002	5,503	6,182	6,791	7,448	8,191	9,050	10,052
Armstrong	3,213	3,428	3,847	4,200	4,755	5,358	6,000	6,649	7,150	7,971
Beaver	3,559	3,711	4,054	4,581	5,414	5,944	6,527	7,343	8,243	9,286
Bedford	2,991	3,225	3,428	3,776	4,100	4,448	4,990	5,463	6,054	6,700
Berks	4,155	4,376	4,830	5,320	5,859	6,262	6,945	7,774	8,636	9,629
Blair	3,400	3,551	3,788	4,225	4,630	5,070	5,706	6,266	6,850	7,553
Bradford	3,221	3,254	3,671	4,114	4,487	4,647	5,143	5,538	6,326	7,077
Bucks	4,190	4,429	4,852	5,319	5,910	6,302	7,022	7,781	8,744	9,858
Butler	3,699	3,914	4,143	4,628	5,198	5,641	6,113	6,792	7,567	8,526
Cambria	3,192	3,392	3,776	4,219	4,817	5,473	5,958	6,483	7,071	7,955
Cameron	3,973	3,955	4,008	4,502	5,067	5,094	5,502	6,217	6,860	7,600
Carbon	3,292	3,530	3,903	4,353	4,771	5,188	5,757	6,330	7,014	7,897
Centre	2,998	3,183	3,427	3,866	4,181	4,661	5,133	5,572	6,225	6,964
Chester	4,768	5,020	5,457	6,077	6,692	7,179	8,065	8,869	9,915	11,110
Clarion	3,332	3,492	3,761	4,262	4,792	5,454	5,953	6,591	7,325	7,922
Clearfield	3,082	3,308	3,595	4,025	4,556	5,067	5,580	6,257	6,897	7,616
Clinton	3,084	3,291	3,619	4,134	4,540	4,898	5,449	5,895	6,737	7,517
Columbia	3,413	3,561	3,964	4,436	4,880	5,101	5,566	5,990	6,649	7,384
Crawford	3,443	3,612	3,875	4,288	4,674	5,099	5,556	6,131	6,739	7,483
Cumberland	4,202	4,477	4,916	5,396	5,936	6,339	7,069	7,677	8,374	9,147
Dauphin	4,140	4,454	4,883	5,388	5,964	6,457	7,022	7,580	8,254	8,970
Delaware	4,599	4,781	5,152	5,680	6,281	6,743	7,428	8,131	9,036	10,244
Elk	3,479	3,614	3,801	4,418	4,941	5,131	5,949	6,726	7,427	8,312
Erie	3,842	4,091	4,387	4,881	5,466	5,813	6,183	6,809	7,607	8,388
Fayette	3,102	3,334	3,590	4,015	4,472	4,945	5,419	5,942	6,525	7,329
Forest	2,970	3,152	3,386	3,846	4,185	4,656	5,213	5,650	6,104	7,114
Franklin	3,717	3,819	4,271	4,775	5,268	5,665	6,099	6,639	7,411	8,123
Fulton	2,631	2,780	3,194	3,599	4,034	4,388	4,678	5,243	5,953	6,899
Greene	2,888	2,994	3,271	3,728	4,051	4,647	5,091	5,545	5,845	6,888
Huntingdon	2,837	3,023	3,230	3,629	4,056	4,370	4,805	5,298	5,938	6,585
Indiana	3,057	3,266	3,568	3,958	4,409	5,033	5,513	6,038	6,720	7,354
Jefferson	3,243	3,501	3,882	4,345	4,857	5,425	5,889	6,530	7,280	7,892
Juniata	3,205	3,376	3,737	4,373	4,747	4,968	5,491	5,927	6,641	7,313
Lackawanna	3,526	3,824	4,176	4,652	4,995	5,369	5,950	6,445	7,100	7,922
Lancaster	4,263	4,380	4,773	5,350	5,742	6,055	6,664	7,301	8,296	9,240
Lawrence	3,542	3,740	4,096	4,557	5,034	5,419	5,928	6,506	7,257	8,052
Lebanon	3,730	3,737	4,116	4,521	5,039	4,647	5,879	6,546	7,138	7,985
Lehigh	4,290	4,588	5,047	5,647	6,232	6,751	7,334	8,040	8,928	9,838
Luzerne	3,525	3,794	4,150	4,625	4,991	5,388	5,896	6,433	7,092	7,851
Lycoming	3,577	3,713	4,097	4,546	4,976	5,350	5,881	6,480	7,200	7,806
McKean	3,632	3,776	4,032	4,494	4,955	5,425	5,977	6,400	7,128	8,028
Mercer	3,617	3,801	4,169	4,673	5,198	5,575	6,098	6,795	7,635	8,415
Mifflin	3,370	3,621	3,890	3,944	4,360	4,704	5,351	5,705	6,287	6,991
Monroe	4,085	4,432	4,851	5,351	5,821	6,229	6,670	7,186	7,728	8,369
Montgomery	5,894	6,121	6,599	7,217	7,950	8,490	9,313	10,215	11,306	12,486
Montour	3,328	3,485	3,903	4,475	4,923	5,521	6,281	6,898	7,555	8,362
Northampton	4,044	4,159	4,577	5,175	5,853	6,320	6,871	7,477	8,281	9,275
Northumberland	3,370	3,526	3,820	4,267	4,614	4,964	5,412	5,892	6,403	7,007
Perry	3,261	3,341	3,615	4,051	4,412	4,780	5,300	5,747	6,405	7,210
Philadelphia	4,073	4,330	4,723	5,095	5,530	6,037	6,511	6,995	7,588	8,233
Pike	3,852	4,178	4,622	5,089	5,458	5,815	6,268	6,866	7,619	8,362
Potter	2,954	3,032	3,198	3,623	4,078	4,300	4,777	5,310	5,875	6,571
Schuylkill	3,467	3,762	4,026	4,538	4,938	5,349	5,914	6,471	6,910	7,610
Snyder	3,516	3,658	3,977	4,523	4,931	5,323	6,131	6,759	7,534	8,324
Somerset	3,098	3,306	3,609	4,075	4,669	5,337	5,920	6,555	7,192	7,971
Sullivan	2,856	2,916	3,215	3,729	4,094	4,404	4,772	5,111	5,816	6,323
Susquehanna	3,214	3,338	3,597	4,068	4,338	4,664	5,030	5,616	6,383	7,020
Tioga	2,999	3,097	3,423	3,770	4,272	4,536	4,954	5,548	6,213	6,861
Union	3,351	3,403	3,779	4,200	4,668	4,754	5,375	5,842	6,562	7,249
Venango	3,760	3,939	4,234	4,778	5,347	5,943	6,675	7,354	8,040	8,864
Warren	3,877	3,992	4,312	4,878	5,369	5,695	6,418	7,081	7,729	8,549
Washington	3,590	3,756	4,108	4,546	5,142	5,696	6,287	6,961	7,654	8,675
Wayne	3,305	3,505	3,967	4,488	4,947	5,206	5,514	6,144	6,765	7,364
Westmoreland	3,669	3,824	4,160	4,604	5,139	5,590	6,197	6,881	7,678	8,657
Wyoming	3,428	3,601	3,919	4,285	4,570	4,992	5,329	5,816	6,513	7,238
York	4,286	4,432	4,873	5,388	5,873	6,253	6,914	7,633	8,551	9,576
PENNSYLVANIA	4,042	4,253	4,627	5,106	5,640	6,101	6,700	7,338	8,109	8,995
UNITED STATES	4,051	4,296	4,665	5,182	5,648	6,073	6,651	7,294	8,136	9,033

SOURCE: U.S. Department of Commerce, Bureau of Economic Analysis, April 1980.

TABLE 21

PER CAPITA PERSONAL INCOME BY COUNTY: 1980 - 1988
(Pennsylvania And U.S. Included For Comparison)

	Dollars									1980 Rank in State
	1980	1981	1982	1983	1984	1985	1986	1987	1988	
Adams	9,291	9,992	10,430	10,828	11,841	12,718	13,527	14,394	15,326	16
Allegheny	11,096	12,349	12,965	13,323	14,057	14,541	15,643	16,544	17,816	5
Armstrong	8,881	9,525	9,809	10,593	10,930	11,858	12,342	13,034	13,729	33
Beaver	10,098	10,987	10,878	10,695	11,180	11,599	12,108	12,621	13,172	41
Bedford	7,395	8,049	8,348	8,758	9,162	9,670	10,174	10,992	11,375	65
Berks	10,677	11,723	12,325	13,299	14,295	15,083	15,780	16,782	17,798	6
Blair	8,193	8,869	9,120	9,494	10,070	10,889	11,546	12,097	12,724	46
Bradford	7,643	8,543	8,818	9,100	9,837	10,504	11,119	11,884	12,645	40
Bucks	10,971	11,995	12,655	13,574	14,540	15,839	16,901	18,257	19,360	4
Butler	9,341	10,191	10,500	10,905	11,509	12,202	12,784	13,682	14,570	20
Cambria	8,593	9,250	9,504	9,697	10,187	10,547	10,973	11,514	12,335	53
Cameron	8,376	8,959	8,438	8,852	9,432	9,883	10,888	11,745	12,576	50
Carbon	8,788	9,510	10,017	10,393	11,058	11,776	12,165	12,886	13,537	37
Centre	7,785	8,425	9,030	9,623	10,527	11,074	11,941	12,985	13,945	32
Chester	12,168	13,228	14,124	15,055	15,961	17,416	18,215	19,886	21,259	2
Clarion	8,484	9,119	9,458	9,502	10,320	10,714	11,136	11,713	12,353	52
Clearfield	8,322	9,096	9,631	9,646	10,396	10,774	11,215	11,740	12,422	51
Clinton	7,695	8,339	8,605	8,761	9,487	9,760	10,420	11,062	11,838	60
Columbia	7,991	8,745	9,203	9,638	10,236	10,924	11,634	12,412	13,181	40
Crawford	8,038	8,791	8,820	9,135	10,020	10,657	11,097	11,895	12,692	47
Cumberland	9,814	10,760	11,499	12,138	12,866	13,823	14,621	15,626	16,720	10
Dauphin	9,816	10,767	11,493	11,960	12,763	13,409	14,099	14,966	15,976	14
Delaware	11,565	12,850	13,709	14,537	15,572	16,801	17,870	19,058	20,407	3
Elk	8,581	9,927	10,651	11,224	12,242	12,406	12,565	13,401	14,317	24
Erie	9,086	9,929	10,268	10,567	11,253	12,043	12,552	13,238	14,201	27
Fayette	8,252	8,932	9,195	9,361	9,954	10,259	10,822	11,318	11,974	58
Forest	7,825	8,683	8,936	8,669	9,392	10,023	10,650	11,029	11,723	62
Franklin	8,873	9,794	10,183	10,592	11,169	11,937	12,466	13,392	14,168	29
Fulton	7,718	8,323	8,306	8,654	9,328	9,904	10,330	11,054	11,903	59
Greene	7,724	8,431	8,906	9,128	9,612	9,879	10,300	10,800	11,185	66
Huntingdon	7,022	7,657	7,977	8,179	8,773	9,155	9,753	10,350	11,039	67
Indiana	7,984	8,647	9,028	9,244	9,908	10,410	10,851	11,400	12,091	56
Jefferson	8,631	9,368	9,685	10,130	10,719	11,249	11,672	12,080	12,868	44
Juniata	7,816	8,569	9,095	9,545	10,237	10,980	11,768	12,728	13,395	38
Lackawanna	8,774	9,617	10,328	10,971	11,569	12,377	12,976	13,757	14,759	18
Lancaster	9,917	10,823	11,298	11,910	12,988	13,851	14,766	15,748	16,616	11
Lawrence	8,619	9,549	9,370	9,562	10,129	10,751	11,207	11,810	12,691	48
Lebanon	8,880	9,621	10,005	10,556	11,223	11,893	12,597	13,409	14,359	23
Lehigh	10,854	11,915	12,616	13,205	14,221	15,020	15,660	16,667	17,589	7
Luzerne	8,568	9,365	10,052	10,679	11,194	12,018	12,618	13,352	14,299	25
Lycoming	8,570	9,419	9,817	10,144	10,857	11,516	12,299	13,193	14,154	30
McKean	8,669	9,628	10,062	10,468	10,984	11,589	11,947	12,591	13,198	39
Mercer	9,330	10,391	10,310	10,265	10,892	11,356	11,551	12,189	13,140	42
Mifflin	7,591	8,227	8,358	8,685	9,395	9,882	10,452	11,179	11,834	61
Monroe	9,157	9,931	10,320	11,101	11,677	12,819	13,725	14,788	15,221	17
Montgomery	13,692	15,041	16,225	17,111	18,475	19,933	21,084	22,768	24,351	1
Montour	9,156	10,558	11,073	11,872	12,583	13,572	14,535	15,963	16,975	9
Northampton	10,274	11,312	11,656	12,177	12,939	13,754	14,445	15,464	16,450	12
Northumberland	7,817	8,596	9,077	9,519	10,073	10,568	11,283	12,049	12,811	45
Perry	7,996	8,583	9,093	9,719	10,469	11,122	11,627	12,351	13,033	43
Philadelphia	8,983	9,922	10,646	11,124	11,752	12,410	12,929	13,517	14,549	21
Pike	9,160	10,133	10,804	11,675	12,543	13,658	14,665	15,684	16,430	13
Potter	7,125	7,892	8,140	8,512	8,855	9,479	10,138	10,885	11,412	64
Schuylkill	8,409	9,150	9,741	10,348	10,950	11,487	12,215	13,015	14,020	31
Snyder	8,935	9,702	10,049	10,923	11,815	12,363	13,416	14,492	15,392	15
Somerset	8,600	9,112	9,337	9,493	10,016	10,300	10,873	11,435	12,166	54
Sullivan	7,107	7,775	7,776	8,434	9,301	9,886	10,433	11,303	12,063	57
Susquehanna	7,602	8,262	8,886	9,235	9,788	10,534	10,982	11,551	12,147	55
Tioga	7,433	8,091	8,303	8,537	9,139	9,493	10,009	10,907	11,494	63
Union	7,841	8,673	9,251	9,758	10,281	10,922	11,717	12,743	13,692	35
Venango	9,719	11,025	11,254	11,109	11,734	12,321	12,759	13,470	14,171	28
Warren	9,191	10,247	10,460	10,659	11,454	12,430	12,830	13,266	14,248	26
Washington	9,520	10,412	10,703	10,967	11,494	12,108	12,718	13,488	14,378	22
Wayne	8,191	9,164	9,553	10,290	10,677	11,612	12,292	12,931	13,711	34
Westmoreland	9,690	10,598	10,997	11,329	12,000	12,552	13,096	13,842	14,695	19
Wyoming	7,938	8,544	8,972	9,673	10,325	11,165	12,136	12,941	13,634	36
York	10,596	11,573	12,052	12,673	13,640	14,528	15,402	16,424	17,532	8
PENNSYLVANIA	9,891	10,869	11,441	11,954	12,731	13,556	14,265	15,182	16,219	—
UNITED STATES	9,919	10,949	11,482	12,100	13,116	13,899	14,597	15,472	16,490	—

SOURCE: U.S. Department of Commerce, Bureau of Economic Analysis, April 1990.

TABLE 22

STATES RANKED ON PER CAPITA INCOME: 1989
Percent Change 1980 to 1989

Rank	State	Per Capita Income	% of U.S.	% Incr. 1980 to 1989	Rank	State	Per Capita Income	% of U.S.	% Incr. 1980 to 1989
1	Connecticut	24,683	140	103.8	25	Missouri	16,292	93	75.2
2	New Jersey	23,778	135	105.5	26	Maine	16,248	92	97.7
	Dist. of Columbia	23,491	134	90.6	27	Georgia	16,053	91	92.3
3	Massachusetts	22,174	126	109.0	28	Oregon	15,919	90	61.4
4	Alaska	21,656	123	56.5	29	Arizona	15,802	90	72.3
5	New York	21,073	120	96.6	30	Indiana	15,779	90	70.7
6	Maryland	21,013	119	94.7	31	Texas	15,702	89	60.3
7	New Hampshire	20,267	115	107.1	33	Iowa	15,487	88	62.4
8	California	19,929	113	71.8	32	Nebraska	15,446	88	66.6
9	Nevada	19,269	110	68.7	34	North Carolina	15,198	86	90.0
10	Virginia	18,927	108	92.6	35	Tennessee	14,694	84	83.0
11	Illinois	18,824	107	73.7	36	Wyoming	14,508	82	27.9
12	Delaware	18,483	105	80.3	37	Oklahoma	14,154	80	50.7
13	Hawaii	18,472	105	74.0	38	Montana	14,078	80	57.8
14	Rhode Island	17,950	102	88.6	39	Kentucky	13,743	78	71.3
15	Minnesota	17,657	100	75.5	40	Idaho	13,707	78	60.0
16	Florida	17,647	100	80.7	41	South Dakota	13,685	78	66.5
16	Washington	17,647	100	64.5	42	South Carolina	13,634	77	79.7
	UNITED STATES	17,596	100	77.4	43	Alabama	13,625	77	76.9
18	Colorado	17,553	100	65.6	44	North Dakota	13,563	77	58.9
19	Michigan	17,444	99	71.6	45	New Mexico	13,140	75	60.9
20	PENNSYLVANIA	17,269	98	74.6	46	Utah	13,079	74	64.5
21	Kansas	16,498	94	66.0	47	Louisiana	12,921	73	48.8
22	Wisconsin	16,449	93	67.1	48	Arkansas	12,901	73	72.8
23	Ohio	16,373	93	68.4	49	West Virginia	12,345	70	56.0
24	Vermont	16,371	93	90.9	50	Mississippi	11,724	67	69.3

NOTE: United States and District of Columbia included for comparative purposes.
SOURCE: U.S. Department of Commerce, Bureau of Economic Analysis, August 1990.

TABLE 23
AVERAGE ANNUAL WAGES

Metropolitan Statistical Area	1983	1984	1985	1986	1987	1988	1989
PENNSYLVANIA	17,161	17,931	18,611	19,358	20,408	21,485	22,312
Allentown-Bethlehem (Pa. Part)	16,777	17,745	18,384	18,826	19,709	20,977	21,878
Altoona	14,067	14,408	15,191	15,793	16,258	16,695	17,368
Beaver County	18,313	19,119	19,225	19,431	19,739	19,433	20,708
Erie	16,608	17,463	18,164	18,687	19,283	20,095	20,687
Harrisburg-Lebanon-Carlisle	16,786	17,308	17,954	18,796	19,602	20,598	21,435
Johnstown	15,161	15,992	16,091	16,322	16,877	17,503	18,103
Lancaster	15,351	16,153	16,919	17,815	18,919	20,011	20,824
Philadelphia (Pa. Part)	18,239	19,118	20,387	21,422	22,772	24,236	25,314
Pittsburgh	18,330	18,994	19,556	20,185	21,018	21,945	22,530
Reading	16,447	17,410	18,100	18,962	19,979	21,157	22,144
Scranton--Wilkes-Barre	14,234	14,708	15,368	15,946	16,857	17,618	18,269
Sharon	16,345	17,268	17,301	16,989	17,650	18,568	19,033
State College	15,174	15,902	16,617	17,264	18,275	19,139	20,250
Williamsport	15,007	15,585	16,284	16,970	17,546	18,600	19,122
York	15,660	16,456	17,209	17,775	18,737	19,788	20,436

County	1983	1984	1985	1986	1987	1988	1989
Adams	12,444	13,001	13,359	14,110	14,676	15,531	16,266
Allegheny	18,929	19,555	20,195	20,882	21,795	22,782	23,420
Armstrong	16,190	16,603	17,229	17,609	18,341	18,601	19,088
Beaver	18,313	19,119	19,225	19,431	19,739	19,433	20,708
Bedford	12,866	13,133	13,333	14,147	14,854	15,261	15,556
Berks	16,447	17,410	18,100	18,962	19,978	21,157	22,144
Blair	14,067	14,408	15,191	15,793	16,258	16,695	17,368
Bradford	15,348	16,240	16,874	17,515	18,121	18,730	19,257
Bucks	16,583	17,392	18,171	18,978	20,217	21,651	22,683
Butler	16,994	17,565	18,027	18,654	19,485	19,947	20,825
Cambria	15,787	16,681	16,841	16,978	17,546	18,158	18,800
Cameron	14,877	15,459	15,519	15,921	16,520	17,011	17,750
Carbon	11,971	12,800	13,403	13,964	14,921	15,088	15,589
Centre	15,174	15,902	16,617	17,264	18,275	19,139	20,250
Chester	17,418	18,429	20,456	21,684	22,318	24,227	25,266
Clarion	15,515	16,449	16,433	16,530	16,589	17,030	17,882
Clearfield	14,940	15,648	15,694	15,971	16,434	16,901	17,582
Clinton	15,046	15,544	15,655	16,385	16,944	17,819	17,819
Columbia	13,456	14,257	14,957	15,184	16,010	16,794	16,882
Crawford	14,466	15,603	16,047	16,554	17,553	18,099	18,902
Cumberland	16,967	17,454	18,121	19,095	19,973	20,916	21,589
Dauphin	17,474	18,059	18,703	19,523	20,314	21,433	22,339
Delaware	17,795	18,501	19,600	20,648	21,544	22,772	24,065
Elk	16,676	18,109	18,200	18,274	19,056	19,664	19,904
Erie	16,608	17,463	18,164	18,687	19,283	20,095	20,687
Fayette	14,195	14,996	15,063	15,588	16,094	16,619	17,299
Forest	12,768	13,559	13,966	14,136	14,510	14,726	14,636
Franklin	14,323	15,304	16,246	16,432	17,528	18,035	18,472
Fulton	13,407	13,995	14,679	15,784	16,435	17,114	17,711
Greene	19,225	20,776	20,459	20,763	21,930	22,155	23,537
Huntingdon	13,708	14,264	14,661	15,277	15,636	16,129	16,671
Indiana	17,124	17,983	18,373	18,528	19,198	19,790	20,108
Jefferson	15,239	16,083	16,478	16,635	17,523	17,858	18,394
Juniata	11,281	11,753	12,604	13,114	14,182	14,454	15,345
Lackawanna	13,840	14,580	15,122	15,707	16,669	17,545	18,432
Lancaster	15,351	16,153	16,919	17,815	18,919	20,011	20,824

TABLE 23
AVERAGE ANNUAL WAGES

County	1983	1984	1985	1986	1987	1988	1989
Lawrence	14,741	15,571	16,089	16,543	17,255	17,767	18,531
Lebanon	14,685	15,035	15,626	16,195	16,949	17,759	18,788
Lehigh	17,235	18,259	19,111	19,583	20,374	21,697	22,707
Luzerne	14,520	14,735	15,470	16,041	16,756	17,455	18,111
Lycoming	15,007	15,585	16,284	16,970	17,546	18,600	19,122
McKean	15,280	15,872	16,532	16,805	17,203	17,286	17,808
Mercer	16,345	17,268	17,301	16,989	17,650	18,568	19,033
Mifflin	14,270	15,003	15,497	16,110	17,212	17,474	17,973
Monroe	13,997	14,441	14,987	15,662	17,092	17,789	18,384
Montgomery	18,660	19,537	20,105	21,265	23,271	24,805	25,720
Montour	17,682	18,278	19,219	20,153	21,324	21,563	23,089
Northampton	16,609	17,438	17,948	18,314	19,345	20,717	21,538
Northumberland	14,023	14,710	15,019	15,700	16,685	17,558	18,369
Perry	10,714	11,072	11,577	12,342	12,716	13,396	14,045
Philadelphia	19,337	20,241	21,294	22,304	23,610	25,035	26,225
Pike	10,702	10,874	11,460	12,756	14,112	15,572	15,920
Potter	12,437	13,026	13,752	13,976	14,446	14,868	15,664
Schuylkill	12,817	13,452	13,850	14,596	15,315	16,686	17,387
Snyder	12,842	13,483	14,114	14,922	15,580	16,118	16,670
Somerset	13,571	14,315	14,247	14,711	15,268	15,928	16,474
Sullivan	11,518	11,696	12,345	13,088	13,344	14,000	13,478
Susquehanna	11,810	12,382	13,039	13,691	14,338	15,078	15,149
Tioga	13,261	13,599	14,111	14,431	15,505	15,936	16,353
Union	15,143	15,534	15,584	16,050	16,813	17,901	18,372
Venango	16,988	17,680	17,899	18,280	18,775	19,056	19,712
Warren	15,816	16,701	17,105	17,440	17,548	18,311	19,173
Washington	17,026	17,824	18,152	18,566	19,389	20,098	20,725
Wayne	12,871	13,474	13,858	14,427	15,262	16,259	16,885
Westmoreland	16,780	17,657	17,922	18,395	18,893	19,673	19,882
Wyoming	17,182	18,043	19,232	20,308	21,370	22,060	22,093
York	16,206	17,037	17,874	18,412	19,455	20,538	21,176

NOTE: Average Annual Wage Data are on a "place-of-work" basis.
Average Annual Wages are derived from the ES-202 report on Pennsylvania insured employment. Annual payroll is divided by the average employment within each area under consideration.

SOURCE: Bureau of Research & Statistics, Pennsylvania Department of Labor and Industry.

TABLE 24

NATIONAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS WHO USUALLY WORK FULL-TIME
1983 AND 1989 ANNUAL AVERAGES
(Numbers are in thousands)

OCCUPATION	Median Usual Weekly Earnings and Percent Change 1983-1989									WOMEN'S EARNINGS AS A PERCENT OF MEN'S (1989)
	BOTH SEXES			MEN			WOMEN			
	1983	1989	Percent Change 1983-89	1983	1989	Percent Change 1983-89	1983	1989	Percent Change 1983-89	
TOTAL	6313	8399	27.5	8376	8468	23.8	6252	8328	30.2	70.1
Managerial/Professional Specialty occs.	437	583	33.4	516	693	34.3	357	488	36.7	70.4
Executive, admin. & managerial occs.	460	579	25.9	530	698	31.7	339	458	35.1	65.6
Administ. & officials, public admin.	469	595	24.7	515	650	26.2	361	504	39.6	77.5
Financial managers	492	667	35.6	577	848	47.0	368	510	38.6	60.1
Mgrs., marketing, advertising, & PR	570	753	32.1	621	862	38.8	373	540	44.8	62.6
Management-related occs.	411	516	25.5	489	610	24.7	335	453	35.2	74.3
Accountants & auditors	412	522	26.7	486	620	27.6	343	463	35.0	74.7
Buyers, wholesale & retail trade	328	475	44.8	412	542	31.6	268	376	40.3	69.4
Professional specialty occupations	422	586	38.9	506	688	36.0	367	506	37.9	73.5
Architects	498	667	33.9	514	756	47.1	---	---	---	---
Engineers	600	775	29.2	695	784	29.6	501	672	34.1	65.7
Chemical engineers	630	807	28.1	632	821	29.9	---	---	---	---
Civil engineers	573	735	28.3	577	742	28.8	---	---	---	---
Mechanical engineers	586	766	28.5	599	774	29.2	---	---	---	---
Mathematical & computer scientists	542	695	28.2	595	738	24.0	445	604	35.7	61.6
Natural scientists	512	642	25.4	538	699	29.9	415	544	31.1	77.8
Chemists, except biochemists	508	633	24.6	549	700	27.5	---	---	---	---
Health diagnosing occs.	506	786	55.3	523	871	66.5	417	680	43.9	68.9
Physicians	502	792	57.8	517	887	71.6	422	623	47.6	70.2
Health assessment & treating occs.	393	584	43.5	429	634	47.8	388	551	42.0	66.9
Registered nurses	396	569	43.7	398	629	58.0	386	564	42.4	69.7
Pharmacists	512	748	46.1	527	768	45.7	---	---	---	---
Therapists	359	511	46.0	---	565	---	331	496	49.8	67.8
Teachers, college & university	491	711	44.8	516	785	52.1	399	581	45.6	74.0
Teachers, except college & university	369	593	38.3	410	588	38.5	348	486	39.7	65.6
Teachers, elementary	361	498	38.0	405	544	34.3	351	491	39.9	60.3
Teachers, secondary	389	545	40.1	412	579	40.5	365	517	41.6	69.3
Counselors, educational & vocational	411	598	45.5	476	650	36.8	382	553	44.8	65.1
Social scientists & urban planners	463	689	31.5	537	798	48.6	381	522	37.0	65.4
Social, recreation & religious workers	319	411	28.8	347	434	25.1	300	392	30.7	60.3
Lawyers & judges	635	993	56.4	867	1021	53.1	580	733	26.4	71.8
Writers, artists, entert. & athletes	392	488	24.5	426	559	28.2	318	413	29.9	73.9
Technical, sales, & admin. support occs.	281	359	27.8	385	480	24.7	247	317	28.3	66.8
Technicians & related support occs.	357	475	33.1	424	538	26.9	299	403	34.8	74.9
Health technologists & technicians	294	380	29.3	342	467	36.5	287	367	27.9	70.6
Clinical lab. technic. & technol.	323	423	31.0	375	478	27.5	314	412	31.2	66.2

TABLE 24 (continued)

NATIONAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS WHO USUALLY WORK FULL-TIME
1983 AND 1989 ANNUAL AVERAGES
(Numbers are in thousands)

OCCUPATION	Median Usual Weekly Earnings and Percent Change 1983-1989									WOMEN'S EARNINGS AS A PERCENT OF MEN'S (1989)
	BOTH SEXES			MEN			WOMEN			
	1983	1989	Percent Change 1983-89	1983	1989	Percent Change 1983-89	1983	1989	Percent Change 1983-89	
Licensed practical nurses	8278	8354	27.3	---	---	---	8277	8353	27.4	----
Engineering & rel. technol. & technic.	390	492	26.2	408	506	24.0	298	428	43.6	84.6
Electrical & electronic technicians	409	512	25.2	422	521	23.5	---	---	---	----
Drafting occupations	372	486	30.6	387	499	28.9	---	446	----	89.4
Science technicians	369	476	29.0	393	500	27.2	---	---	---	----
Technicians, exc. health, eng., & sci.	439	578	31.7	491	633	28.9	359	492	37.0	77.7
Airplane pilots & navigators	---	807	----	---	809	----	---	---	---	----
Computer programmers	473	606	28.1	496	651	31.3	410	541	32.0	83.1
Legal assistants	316	469	48.4	---	---	----	307	460	49.8	----
Sales occupations	306	384	25.5	389	487	25.2	204	278	36.3	57.1
Supervisors & proprietors	348	424	21.8	396	495	25.0	244	329	34.0	66.5
Sales reps., finance & business serv.	399	502	25.8	473	612	29.4	309	408	32.0	66.7
Insurance sales	381	513	34.6	426	603	41.5	293	422	44.0	70.0
Real estate sales	384	505	31.5	463	675	45.8	316	432	36.7	64.0
Sales workers, retail & personal serv.	195	235	20.5	264	304	15.2	188	208	23.8	68.4
Sales workers, motor vehicles/boats	331	408	23.3	344	412	19.8	---	---	----	----
Cashiers	169	202	19.5	198	211	6.6	167	200	19.8	94.8
Administrative support, incl. clerical	263	331	25.9	362	421	16.3	248	316	27.4	75.1
Supervisors, admin. support	373	490	31.4	466	599	28.5	319	427	33.9	71.3
Computer equipment operators	284	356	25.4	346	417	20.5	263	320	21.7	76.7
Secretaries, stenos. & typists	250	325	30.0	326	---	----	250	325	30.0	----
Record processing occs. exc. financial	260	312	20.0	328	358	9.1	250	306	22.4	85.5
Order clerks	309	380	23.0	---	---	----	300	365	21.7	----
File clerks	213	275	29.1	---	---	----	207	260	29.5	----
Financial records processing occupa.	255	317	24.3	320	392	22.5	248	313	26.2	79.8
Bookkeepers, acct. & audit. clerks	251	318	26.7	311	376	20.9	246	315	28.0	83.8
Payroll & timekeeping clerks	277	326	17.7	---	---	----	268	318	18.7	----
Communications equip. operators	279	309	10.8	---	---	----	276	307	11.2	----
Mail & message distrib. operators	398	493	23.9	409	511	24.9	346	451	30.3	88.3
Material record., sched. & dist. clks.	293	343	17.1	316	371	17.4	254	310	22.0	83.6
Dispatchers	299	356	19.1	340	399	17.4	264	332	25.8	83.2
Traffic, shipping & receiving clerks	273	310	13.6	287	327	13.9	222	269	21.2	82.3
Stock & inventory clerks	283	331	17.0	308	358	16.2	250	305	22.0	85.2
Adjusters & investigators	291	357	22.7	403	464	15.1	264	339	28.4	73.1
Adjusters & invest. exc. insurance	292	348	19.2	448	487	8.7	260	329	26.5	67.6
Misc. admin. support occupa., n.e.c.	235	303	28.9	307	368	19.9	228	297	30.3	80.7
General office clerks	243	311	28.0	295	335	13.6	235	307	30.6	91.6
Bank tellers	284	284	29.4	---	---	----	283	283	29.6	----
Data-entry keyers	243	303	24.7	---	---	----	240	308	28.0	----
Teachers' aides	174	234	34.5	---	---	----	176	234	33.0	----

TABLE 24 (continued)

NATIONAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS WHO USUALLY WORK FULL-TIME
1983 AND 1989 ANNUAL AVERAGES
(Numbers are in thousands)

OCCUPATION	Median Usual Weekly Earnings and Percent Change 1983-1989									WOMEN'S EARNINGS AS A PERCENT OF MEN'S (1989)
	BOTH SEXES			MEN			WOMEN			
	1983	1989	Percent Change 1983-89	1983	1989	Percent Change 1983-89	1983	1989	Percent Change 1983-89	
Service occupations	\$205	\$253	23.4	\$255	\$306	20.0	\$173	\$218	26.0	71.2
Private household occups.	117	158	35.0	---	---	---	116	157	35.3	---
Protective service occups.	344	445	29.4	355	460	29.6	250	354	41.6	77.0
Firefighting & fire prevent. occups.	397	536	35.0	397	537	35.3	---	---	---	---
Police & detectives	379	497	31.1	386	502	30.1	299	451	50.8	89.8
Guards	227	280	23.3	237	287	21.1	191	248	29.8	86.4
Service occs. exc. protect. & household	191	234	22.5	217	262	20.7	176	219	24.4	83.6
Food preparation & service occups.	170	211	24.1	189	231	22.2	183	197	20.9	85.3
Waiters & waitresses	162	203	25.3	215	246	14.4	155	190	22.6	77.2
Cooks, except short-order	172	216	25.6	190	235	23.7	183	199	22.1	84.7
Health service occupations	197	254	28.9	234	294	25.6	193	249	29.0	84.7
Dental assistants	206	280	35.9	---	---	---	205	280	36.6	---
Health aides, except nursing	212	277	30.7	---	308	---	208	269	29.3	87.3
Nursing aides, orderlies & attend	191	244	27.7	231	289	25.1	187	239	27.8	82.7
Cleaning & bldg. service occs.	214	261	22.0	234	285	21.8	180	224	24.4	78.6
Janitors & cleaners	219	269	22.8	231	281	21.6	187	239	27.8	85.1
Personal service occupations	191	226	18.3	227	289	27.3	178	214	20.2	74.0
Hairdressers & cosmetologists	192	230	19.8	---	---	---	185	223	20.5	---
Child care workers exc. priv. house.	158	233	47.5	---	---	---	156	179	14.7	---
Precision production, craft & repair occs.	377	454	20.4	387	469	21.2	256	311	21.5	66.3
Mechanics & repairers	376	457	21.5	377	457	21.2	337	470	39.5	102.8
Automobile mechanics	293	379	29.4	293	378	29.0	---	---	---	---
Industrial machinery repairers	375	455	21.3	378	459	21.4	---	---	---	---
Electrical & electron. equip. repair.	439	538	22.6	446	541	21.3	---	512	---	94.6
Electron. repair, commun. & indust.	336	471	40.2	340	475	39.7	---	---	---	---
Data processing equip. repairers	441	565	28.1	449	569	26.7	---	---	---	---
Telephone installers & repairers	479	602	25.7	488	590	20.9	---	---	---	---
Heating, air cond. & refrig. mechanics	338	430	27.2	338	430	27.2	---	---	---	---
Misc. mechanics & repairers	360	439	21.9	366	440	20.2	---	---	---	---
Office machine repairers	351	416	18.5	355	422	18.9	---	---	---	---
Millwrights	415	538	29.6	416	553	32.9	---	---	---	---
Construction trades	374	449	20.1	375	451	20.3	---	336	---	74.5
Construction trades, exc. supervisors	358	424	18.4	360	425	18.1	---	321	---	75.5
Brickmasons & stonemasons	391	509	30.2	391	508	29.9	---	---	---	---
Carpenters	314	396	26.1	315	396	25.7	---	---	---	---
Electricians	422	493	16.8	422	496	17.5	---	---	---	---
Painters, construction & maintenance	281	353	25.6	282	357	26.6	---	---	---	---
Plumbers, pipefitters, & steamfitters	398	495	24.4	400	496	24.0	---	---	---	---

TABLE 24 (continued)

NATIONAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS WHO USUALLY WORK FULL-TIME
1983 AND 1989 ANNUAL AVERAGES
(Numbers are in thousands)

OCCUPATION	Median Usual Weekly Earnings and Percent Change 1983-1989									WOMEN'S EARNINGS AS A PERCENT OF MEN'S (1989)
	BOTH SEXES			MEN			WOMEN			
	1983	1989	Percent Change 1983-89	1983	1989	Percent Change 1983-89	1983	1989	Percent Change 1983-89	
Roofers	8200	8353	26.1	8200	8358	27.1	---	---	---	---
Construction trades, n.e.c.	303	386	27.4	303	389	28.4	---	---	---	---
Extractive occupations	483	555	14.9	484	561	15.9	---	---	---	---
Precision production occupations	378	450	19.0	406	492	21.2	243	285	21.4	60.0
Precision metalworking occups.	396	481	21.5	400	487	21.8	---	---	---	---
Tool & die makers	435	593	36.3	435	595	36.8	---	---	---	---
Machinists	382	465	21.7	386	469	21.5	---	---	---	---
Sheet metal workers	394	464	17.8	395	478	21.0	---	---	---	---
Precision woodworking occups.	---	331	---	---	---	---	---	---	---	---
Precision textile, apparel & furnish.	233	274	17.6	284	310	9.2	206	239	16.0	77.1
Precision workers, assorted materials	246	325	32.1	288	402	39.6	224	294	31.3	73.1
Elect. & electron. equip. assemblers	230	308	33.9	259	379	46.3	222	296	33.3	78.1
Precision food production occups.	305	299	-2.0	335	351	4.8	199	222	11.6	63.2
Butchers & meatcutters	321	303	-5.6	346	350	1.2	---	215	---	61.4
Bakers	254	276	8.7	---	---	---	---	---	---	---
Precision insp., testers, & rel. wks.	396	451	13.9	443	523	18.1	---	---	---	---
Plant & system operators	428	523	21.9	430	523	21.6	---	---	---	---
Operators, fabricators, and laborers	275	323	17.5	308	366	18.8	204	252	23.5	68.9
Machine operators, assemblers & inspect.	263	313	19.0	319	379	18.8	202	251	24.3	66.2
Metal- & plastic-working mach. opers.	312	372	19.2	326	400	22.7	235	287	22.1	71.8
Lathe & turning machine operators	301	395	31.2	305	401	31.5	---	---	---	---
Punching/stamp. press mach. oper.	298	332	11.4	310	362	6.5	---	---	---	---
Grinding/abrad./buff./polish mach.	288	374	25.5	306	396	29.4	---	---	---	---
Metal & plastic process. mach. oper.	288	324	12.5	314	377	20.1	---	---	---	---
Molding & casting machine opers.	282	306	8.5	319	359	12.5	---	---	---	---
Woodworking machine operators	218	286	31.2	221	296	33.9	---	---	---	---
Printing machine operators	316	391	23.7	348	417	19.8	236	314	33.1	75.3
Textile, apparel, & furn. mach. oper.	179	218	21.8	227	281	23.8	171	208	21.6	74.0
Textile sewing machine operators	168	205	22.0	---	245	---	166	202	21.7	82.4
Laundrying/dry cleaning mach. oper.	174	211	21.3	---	228	---	162	205	26.5	89.9
Machine operators, assorted materials	284	322	13.4	320	368	15.0	216	265	22.7	72.0
Packaging/filling machine opers.	229	284	15.3	274	287	4.7	215	254	18.1	88.5
Mixing/blending machine opers.	313	399	27.5	318	397	24.8	---	---	---	---
Painting/spray painting mach. opers.	281	322	14.6	301	330	9.6	---	---	---	---
Furnace, kiln, oven oper. exc. food	369	436	18.2	375	439	17.1	---	---	---	---
Slicing & cutting machine opers.	264	311	17.8	290	350	20.7	---	232	---	66.3
Fabricators, assembl., & hand work occs.	286	343	19.9	321	390	21.5	222	266	19.8	68.2
Welders & cutters	347	403	16.1	350	405	15.7	---	---	---	---
Assemblers	264	317	20.1	306	383	25.2	224	271	21.0	70.8
Product. insp., test. samplers, weighers	288	342	18.8	382	459	20.2	220	285	29.5	62.1

TABLE 24 (continued)

NATIONAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS WHO USUALLY WORK FULL-TIME
1983 AND 1989 ANNUAL AVERAGES
(Numbers are in thousands)

OCCUPATION	Median Usual Weekly Earnings and Percent Change 1983-1989									WOMEN'S EARNINGS AS A PERCENT OF MEN'S (1989)
	BOTH SEXES			MEN			WOMEN			
	1983	1989	Percent Change 1983-89	1983	1989	Percent Change 1983-89	1983	1989	Percent Change 1983-89	
Transportation & material moving occs.	8328	8402	22.6	8335	8408	21.8	8253	8307	21.3	75.2
Motor vehicle operators	314	393	25.2	318	399	25.5	238	298	25.2	74.7
Truck drivers, heavy	326	416	27.6	328	417	27.1	---	---	---	---
Truck drivers, light	255	319	25.1	259	324	25.1	---	---	---	---
Bus drivers	322	368	14.3	365	395	8.2	259	326	25.9	82.5
Taxicab drivers and chauffeurs	243	306	25.9	251	320	27.5	---	---	---	---
Transportation occs., exc. motor veh.	500	629	25.8	500	634	26.8	---	---	---	---
Rail transportation occs.	504	659	30.8	504	663	31.5	---	---	---	---
Material moving equip. opers.	335	403	20.3	338	406	20.1	---	---	---	---
Crane & tower operators	411	478	16.3	410	477	16.3	---	---	---	---
Excavating & loading mach. opers.	338	429	26.9	340	434	27.6	---	---	---	---
Industrial truck/tractor equip. oper.	304	353	16.1	303	357	17.8	---	---	---	---
Handlers, equip. clean., help., laborers	243	280	18.5	251	297	18.3	211	241	14.2	81.1
Helpers, const. & extractive occs.	215	270	25.0	215	267	24.2	---	---	---	---
Construction laborers	273	326	19.4	274	328	19.7	---	---	---	---
Freight, stock & material handlers	239	295	23.4	247	305	23.5	209	228	9.1	74.8
Garage & serv. station rel. occs.	170	225	32.4	171	227	32.7	---	---	---	---
Hand packers & packagers	215	252	18.3	226	289	27.9	207	224	8.2	77.5
Laborers, exc. construction	265	296	11.7	276	304	10.1	218	266	22.0	87.5
Farming, forestry, & fishing occs.	198	248	25.3	200	252	26.0	169	211	24.9	83.7
Farm operators & managers	249	316	26.9	---	322	---	---	---	---	---
Other agricultural & rel. occs.	191	238	24.6	194	244	25.8	169	207	22.5	84.8
Farm workers	180	215	19.4	183	218	19.1	162	197	21.6	90.4
Groundskeepers & gardeners exc. farm	199	254	27.6	200	255	27.5	---	---	---	---
Forestry & logging occs.	257	307	19.5	260	306	17.7	---	---	---	---

NOTE: Medians are not shown where the base is under 50,000. Such cases are indicated by dashes.
n.e.c. -- not elsewhere classified

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, 1983-89 annual averages.

TABLE 25
SUMMARY OF PENNSYLVANIA UC COVERED EMPLOYMENT
AVERAGE UNITS, AVERAGE EMPLOYMENT, TOTAL WAGES, AND AVERAGE ANNUAL WAGE
BY COUNTY AND INDUSTRY, CALENDAR YEAR 1989

INDUSTRY	AVERAGE QUARTERLY UNITS	AVERAGE MONTHLY EMPLOYMENT	PERCENT CHANGE FROM 1988	TOTAL WAGES (THOUSANDS)	PERCENT CHANGE FROM 1988	AVERAGE ANNUAL WAGE	PERCENT CHANGE FROM 1988
STATEWIDE COUNTY TOTAL (EXCL FED GOV'T)	5.287	56,095	10.1	\$1,563,800	14.3	\$27,878	3.8
AGRICULTURE, FORESTRY, AND FISHING	14	118	-16.3	2,612	-9.6	22,140	8.0
01-AGRICULTURAL PRODUCTION-CROPS	*	*		*		*	
02-AGRICULTURAL PRODUCTION-LIVESTOCK	*	*		*		*	
07-AGRICULTURAL SERVICES	10	109	-21.6	2,455	-12.4	22,520	11.7
08-FORESTRY	*	*		*		*	
MINING	25	271	57.6	8,304	66.6	30,644	5.7
10-METAL MINING	*	*		*		*	
12-COAL MINING	*	*		*		*	
13-OIL & GAS EXTRACTION	22	255	59.4	7,710	71.6	30,235	7.7
14-NONMETALLIC MINERALS, EXCEPT FUELS	*	*		*		*	
CONSTRUCTION	823	8,207	6.0	278,589	8.9	33,945	2.7
15-GENERAL BUILDING CONTRACTORS	184	837	7.3	26,038	8.8	31,108	1.4
16-HEAVY CONSTRUCTION, EX BUILDING	112	3,290	17.3	122,534	20.9	37,244	3.1
17-SPECIAL TRADE CONTRACTORS	527	4,080	-1.9	130,017	-0.3	31,867	1.5
MANUFACTURING	63	1,142	10.4	40,919	11.2	35,831	0.7
20-FOOD & KINDRED PRODUCTS	4	104	8.3	3,431	17.5	32,989	8.5
22-TEXTILE MILL PRODUCTS	*	*		*		*	
23-APPAREL & OTHER TEXTILE PRODUCTS	*	*		*		*	
24-LUMBER & WOOD PRODUCTS	3	257	*	4,232	*	16,466	*
25-FURNITURE & FIXTURES	*	*		*		*	
26-PAPER & ALLIED PRODUCTS	*	*		*		*	
27-PRINTING & PUBLISHING	11	207	5.6	6,256	14.1	30,223	8.1
28-CHEMICALS & ALLIED PRODUCTS	4	76	-44.9	2,251	-47.4	29,623	-4.5
31-LEATHER & LEATHER PRODUCTS	*	*		*		*	
32-STONE, CLAY & GLASS PRODUCTS	3	139	-23.6	5,486	-18.0	39,464	7.4
33-PRIMARY METAL INDUSTRIES	4	45	-8.2	6,776	37.1	150,585	49.3
34-FABRICATED METAL PRODUCTS	7	72	-5.3	2,650	0.7	36,799	6.3
35-INDUSTRIAL MACHINERY & EQUIPMENT	*	*		*		*	
36-ELECTRONIC & OTHER ELECTRIC EQUIPMENT	*	*		*		*	
37-TRANSPORTATION EQUIPMENT	*	*		*		*	
38-INSTRUMENTS & RELATED PRODUCTS	*	*		*		*	
39-MISC MANUFACTURING INDUSTRIES	*	*		*		*	

* DATA WHICH MIGHT BE IDENTIFIED WITH AN INDIVIDUAL EMPLOYER AND/OR DATA INVOLVING AN INDUSTRY WITH FEWER THAN TWENTY-FIVE EMPLOYEES ARE NOT PUBLISHED.

NOTE - UNITS, EMPLOYMENT AND WAGES MAY NOT ADD DUE TO ROUNDING.

SOURCE: BUREAU OF RESEARCH AND STATISTICS, DEPARTMENT OF LABOR AND INDUSTRY

TABLE 25 (CONTINUED)
SUMMARY OF PENNSYLVANIA UC COVERED EMPLOYMENT
AVERAGE UNITS, AVERAGE EMPLOYMENT, TOTAL WAGES, AND AVERAGE ANNUAL WAGE
STATEWIDE COUNTY (CONTINUED) BY COUNTY AND INDUSTRY, CALENDAR YEAR 1989

INDUSTRY	AVERAGE QUARTERLY UNITS	AVERAGE MONTHLY EMPLOYMENT	PERCENT CHANGE FROM 1988	TOTAL WAGES (THOUSANDS)	PERCENT CHANGE FROM 1988	AVERAGE ANNUAL WAGE	PERCENT CHANGE FROM 1988
TRANSPORTATION, AND PUBLIC UTILITIES	*	*		*		*	
41-LOCAL & INTERURBAN PASSENGER TRANSIT	*	*		*		*	
42-TRUCKING & WAREHOUSING	69	1,230	51.5	26,540	43.8	21,577	-5.1
44-WATER TRANSPORTATION	*	*		*		*	
45-TRANSPORTATION BY AIR	13	494	-9.0	10,408	12.0	21,068	23.1
47-TRANSPORTATION SERVICES	38	117	0.0	4,055	20.3	34,661	20.3
48-COMMUNICATION	19	255	20.3	7,044	11.7	27,625	-7.2
49-ELECTRIC, GAS, & SANITARY SVCS	16	298	43.3	9,251	44.3	31,042	0.7
WHOLESALE TRADE	2,805	18,454	13.7	669,058	16.9	36,255	2.8
50-WHOLESALE TRADE-DURABLE GOODS	1,697	8,182	24.6	323,148	24.6	39,495	0.0
51-WHOLESALE TRADE-NONDURABLE GOODS	1,108	10,272	6.4	345,910	10.5	33,675	3.9
RETAIL TRADE	165	6,164	10.1	84,332	8.8	13,681	-1.2
52-BUILDING MATERIALS & GARDEN SUPPLIES	6	59	-3.3	1,479	-29.1	25,074	-26.7
53-GENERAL MERCHANDISE STORES	8	537	-10.1	8,940	-11.6	16,647	-1.7
54-FOOD STORES	11	328	30.7	5,042	30.5	15,372	-0.1
55-AUTOMOTIVE DEALERS & SERVICE STATIONS	14	378	71.0	7,409	36.8	19,600	-20.0
56-APPAREL & ACCESSORY STORES	34	1,095	-25.9	17,407	-14.0	15,897	16.0
57-FURNITURE & HOMEFURNISHINGS STORES	23	287	50.3	4,644	14.7	16,182	-23.7
58-EATING & DRINKING PLACES	26	1,350	24.2	18,611	23.7	13,786	-0.4
59-MISC RETAIL	44	2,130	24.1	20,801	24.4	9,766	0.2
FINANCE, INSURANCE, AND REAL ESTATE	*	*		*		*	
60-DEPOSITORY INSTITUTIONS	*	*		*		*	
61-NONDEPOSITORY INSTITUTIONS	25	175	50.9	6,741	71.4	38,517	13.6
62-SECURITY & COMMODITY BROKERS	36	165	-64.9	5,068	-80.9	30,716	-45.6
63-INSURANCE CARRIERS	41	2,002	-1.7	91,381	8.2	45,645	10.0
64-INSURANCE AGENTS, BROKERS & SVC	44	297	40.8	8,337	32.6	28,070	-5.8
65-REAL ESTATE	29	219	-24.7	3,994	-1.0	18,235	31.6
67-HOLDING & OTHER INVESTMENT OFFICES	26	331	303.7	6,531	89.2	19,730	-53.1
SERVICES	1,004	16,059	8.2	298,477	23.1	18,586	13.8
70-HOTELS & OTHER LODGING PLACES	*	*		*		*	
72-PERSONAL SERVICES	25	519	4.6	6,752	30.3	13,009	24.5
73-BUSINESS SERVICES	441	7,736	3.8	126,354	15.5	16,333	11.3
75-AUTO REPAIR, SERVICES & PARKING	23	551	9.5	9,290	36.3	16,861	24.4
76-MISC REPAIR SERVICES	64	1,436	3.0	49,017	7.2	34,134	4.0

* DATA WHICH MIGHT BE IDENTIFIED WITH AN INDIVIDUAL EMPLOYER AND/OR DATA INVOLVING AN INDUSTRY WITH FEWER THAN TWENTY-FIVE EMPLOYEES ARE NOT PUBLISHED.

NOTE - UNITS, EMPLOYMENT AND WAGES MAY NOT ADD DUE TO ROUNDING.

SOURCE: BUREAU OF RESEARCH AND STATISTICS, DEPARTMENT OF LABOR AND INDUSTRY

TABLE 25 (CONTINUED)
SUMMARY OF PENNSYLVANIA UC COVERED EMPLOYMENT
AVERAGE UNITS, AVERAGE EMPLOYMENT, TOTAL WAGES, AND AVERAGE ANNUAL WAGE
STATEWIDE COUNTY (CONTINUED) BY COUNTY AND INDUSTRY, CALENDAR YEAR 1989

INDUSTRY	AVERAGE QUARTERLY UNITS	AVERAGE MONTHLY EMPLOYMENT	PERCENT CHANGE FROM 1988	TOTAL WAGES (THOUSANDS)	PERCENT CHANGE FROM 1988	AVERAGE ANNUAL WAGE	PERCENT CHANGE FROM 1988
78-MOTION PICTURES	18	80	-69.9	1,190	-36.8	14,875	110.0
79-AMUSEMENT & RECREATION SERVICES	40	1,314	-0.1	4,591	10.8	3,494	10.9
80-HEALTH SERVICES	32	451	14.5	9,532	27.2	21,135	11.1
81-LEGAL SERVICES	*	*		*		*	
82-EDUCATIONAL SERVICES	23	162	27.6	2,276	30.5	14,050	2.3
83-SOCIAL SERVICES	15	617	29.6	5,469	32.4	8,864	2.2
86-MEMBERSHIP ORGANIZATIONS	45	230	-16.1	7,102	-7.9	30,880	9.7
87-ENGINEERING & MANAGEMENT SERVICES	260	2,823	42.9	73,575	65.8	26,063	16.0
88-PRIVATE HOUSEHOLDS	*	*		*		*	
89-MISC SERVICES	15	95	-12.0	2,108	-6.8	22,189	6.0
STATE GOVERNMENT	17	54	86.2	565	65.2	10,461	-11.3
FEDERAL GOVERNMENT (EXCLUDED FROM TOTAL)	12	966	1.4	23,857	4.6	24,697	3.2

* DATA WHICH MIGHT BE IDENTIFIED WITH AN INDIVIDUAL EMPLOYER AND/OR DATA INVOLVING AN INDUSTRY WITH FEWER THAN TWENTY-FIVE EMPLOYEES ARE NOT PUBLISHED.

NOTE - UNITS, EMPLOYMENT AND WAGES MAY NOT ADD DUE TO ROUNDING.

SOURCE: BUREAU OF RESEARCH AND STATISTICS, DEPARTMENT OF LABOR AND INDUSTRY

TABLE 26
AVERAGE EARNINGS AND HOURS OF MANUFACTURING
PRODUCTION WORKERS IN MAJOR PENNSYLVANIA LABOR MARKET AREAS

AVERAGE WEEKLY EARNINGS						
MAJOR LABOR MARKET AREA	1985	1986	1987	1988	1989	1990
PENNSYLVANIA	381.84	391.55	408.18	424.56	435.99	449.33
Allentown-Bethlehem MSA	402.98	396.15	419.09	417.51	424.40	438.69
Altoona MSA	325.75	332.13	340.42	358.83	373.72	369.38
Beaver County PMSA	459.29	478.88	458.99	452.89	465.65	477.60
Erie MSA	423.78	427.80	431.76	460.82	487.03	505.04
Harrisburg-Lebanon-Carlisle MSA	358.27	368.15	373.07	422.65	441.83	451.47
Johnstown MSA	311.08	313.74	328.83	315.20	317.46	331.87
Lancaster MSA	368.68	379.89	390.91	415.74	432.39	438.80
Philadelphia MSA	401.80	420.33	441.60	457.97	475.43	484.40
Pittsburgh PMSA	448.51	456.08	468.44	468.30	467.19	476.94
Reading MSA	393.96	401.36	419.42	440.90	454.69	468.58
Scranton--Wilkes-Barre MSA	312.09	329.18	340.38	350.37	361.28	379.46
Sharon MSA	N/A	458.28	471.09	506.32	498.38	511.97
State College MSA	N/A	313.97	321.44	348.30	369.74	392.22
Williamsport MSA	337.39	344.80	354.41	366.62	383.40	385.49
York MSA	364.42	380.56	401.29	418.20	426.12	441.98

AVERAGE WEEKLY HOURS						
MAJOR LABOR MARKET AREA	1985	1986	1987	1988	1989	1990
PENNSYLVANIA	39.9	40.2	40.9	41.1	40.9	40.7
Allentown-Bethlehem MSA	39.2	38.8	39.8	40.3	40.0	39.7
Altoona MSA	39.2	38.8	39.4	40.5	39.8	38.8
Beaver County PMSA	39.8	41.0	41.5	43.8	43.6	43.3
Erie MSA	42.0	41.9	42.0	42.2	43.1	43.5
Harrisburg-Lebanon-Carlisle MSA	39.5	39.8	39.9	40.6	41.1	40.6
Johnstown MSA	37.3	37.8	39.1	39.4	39.0	38.5
Lancaster MSA	39.9	40.2	40.3	40.6	40.6	40.0
Philadelphia MSA	40.1	40.3	40.7	40.6	40.6	40.4
Pittsburgh PMSA	40.7	41.2	41.9	42.0	41.9	41.8
Reading MSA	40.2	40.5	41.2	40.9	41.0	40.8
Scranton--Wilkes-Barre MSA	38.2	38.5	38.9	39.5	39.1	39.2
Sharon MSA	N/A	40.2	41.8	42.8	42.2	42.7
State College MSA	N/A	39.1	39.2	39.4	39.8	39.9
Williamsport MSA	39.6	40.0	41.5	40.2	40.4	39.7
York MSA	40.9	41.5	42.6	42.5	41.9	41.5

AVERAGE HOURLY EARNINGS						
MAJOR LABOR MARKET AREA	1985	1986	1987	1988	1989	1990
PENNSYLVANIA	9.57	9.74	9.98	10.33	10.66	11.04
Allentown-Bethlehem MSA	10.28	10.21	10.53	10.36	10.61	11.05
Altoona MSA	8.31	8.56	8.64	8.86	9.39	9.52
Beaver County PMSA	11.54	11.68	11.06	10.34	10.68	11.03
Erie MSA	10.09	10.21	10.28	10.92	11.30	11.61
Harrisburg-Lebanon-Carlisle MSA	9.07	9.25	9.35	10.41	10.75	11.12
Johnstown MSA	8.34	8.30	8.41	8.00	8.14	8.62
Lancaster MSA	9.24	9.45	9.70	10.24	10.65	10.97
Philadelphia MSA	10.02	10.43	10.85	11.28	11.71	11.99
Pittsburgh PMSA	11.02	11.07	11.18	11.15	11.15	11.41
Reading MSA	9.80	9.91	10.18	10.78	11.09	11.48
Scranton--Wilkes-Barre MSA	8.17	8.55	8.75	8.87	9.24	9.68
Sharon MSA	N/A	11.40	11.27	11.83	11.81	11.99
State College MSA	N/A	8.03	8.20	8.84	9.29	9.83
Williamsport MSA	8.52	8.62	8.54	9.12	9.49	9.71
York MSA	8.91	9.17	9.42	9.84	10.17	10.65

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry.

CHART 2
RELATIVE PAY LEVELS FOR SELECTED OCCUPATIONAL CATEGORIES IN ELEVEN PENNSYLVANIA AREAS
(Average pay level for each occupational category in 11 Pennsylvania areas = 100)

AREA	Occupational Category							
	Professional, Technical and Managerial	Clerical and Sales	Service	Agricultural, Forestry and Fishing	Machine Trades	Boatwork	Structural Work	Miscellaneous
Allentown-Bethlehem MSA May 1989 (Pa. portion only)	117	110	115	130	105	97	99	112
Allentown MSA April 1990	96	93	97	109	81	79	84	99
Beaver County PMSA November 1988	100	99	91	92	115	129	113	100
Erie MSA June 1989	98	100	88	107	105	127	104	95
Johnstown MSA February 1989	89	95	99	89	84	79	87	91
Lancaster MSA April 1990	100	103	103	118	100	108	93	97
Reading MSA May 1989	104	104	110	115	108	99	105	99
Scranton/Wilkes-Barre MSA December 1988	93	98	103	111	91	103	100	99
Sharon MSA May 1990	91	90	97	85	109	108	100	100
Tri-County Area August 1989	94	96	91	72	105	116	109	99
Williamsport MSA December 1989	94	103	91	110	97	97	94	94

SECTION IV

OCCUPATIONAL TRENDS AND OUTLOOK: 1984-1995

Changes anticipated in Pennsylvania's occupational structure over the 1984 to 1995 period are graphically depicted in the pie chart on graph 3. For greater occupational detail, the reader is referred to Table 32 at the end of Section IV.

Many of the past trends in the occupational composition of total employment are expected to continue through 1995. Employment continues to expand more rapidly in the service and white collar occupations as the number of blue collar jobs decline. One departure from past trends is the expected slowdown in the rate of growth for many occupations in the clerical group. The automation of clerical tasks will slow the growth of many detailed occupations and cause some to decline. As a result, the share of total employment accounted for by the administrative support group is projected to decline from 17.2 percent in 1984 to 16.8 percent in 1995.

Labor force separations (deaths, retirements, or withdrawals from the labor force for other reasons) will create the majority of the total projected job openings. About 84 percent of the 250,400 projected annual average job openings will result from labor force separations. Therefore, a large volume occupation with little or no growth can generate more total job openings than a relatively small volume occupation with rapid growth. For instance, the high volume-no growth occupation of packaging and filling machine operator has more annual average job openings than the lower volume-high growth occupation of paralegal personnel.

Over the 1984-95 period, the two major occupational groups having the largest proportion of workers normally requiring a college education or specialized post-secondary training are expected to increase faster than the average for all occupations. The first of these groups, managerial and management related occupations, is projected to increase by 58,800 jobs or 12.8 percent. The demand for salaried managers is expected to increase as firms increasingly depend on trained management specialists. Professional, technical and related occupations are projected to increase by 135,700 jobs or 16.7 percent. Computer related occupations and certain health specialty occupations are expected to surge. By 1995, employment in the major group is expected to comprise 17.1 percent of total state employment, an increase from the 16.0 percent share in 1984.

The number of marketing and sales occupations is projected to increase by 17.1 percent, or about twice as fast as the increase for all occupations, from 1984 to 1995. About 39,400 openings are projected annually for this major group. Retail salespersons and cashiers account for 46.0 percent of the occupations in the group.

Administrative support and clerical workers is the largest of the major occupational groups. Every major industry sector employs large numbers of clerical workers. Through the 1984-95 period this group is projected to increase by 5.8 percent, a rate lower than the average for all occupations. In spite of the slowing growth rate, 35,400 annual average job openings are projected for this group through 1995. Significant numbers of new jobs are

expected to be added in several clerical fields, including secretaries (12,200 jobs); general office clerks (9,500 jobs); receptionists and information clerks (4,200 jobs); and tellers (3,600 jobs). Service occupations are projected to grow at a significantly higher rate (20.3 percent) than the average for all jobs (8.7 percent) through 1995. This group is expected to account for more job growth than any other group (up 158,200) and increase its share of total employment from 15.3 to 16.9 percent by 1995. Food service workers account for 41 percent of all service occupations and are expected to add 74,900 new jobs during the 1984-95 period. Among the occupations projected to add large numbers of new jobs are waiters and waitresses (23,100); food preparation workers (10,200); and restaurant cooks (6,900). Cleaning and building service workers are comprised almost entirely of janitors and cleaners and are projected to increase by 15.8 percent from 1984-1995. Health service occupations are projected to increase by 29.7 percent during the projection period, with the high volume and growth occupation, nursing aides and orderlies, accounting for 67.0 percent of the job growth. Personal service occupations are projected to add 16,200 new jobs, or 21.7 percent during the projection period. Occupations growing at a faster rate include cosmetologists and related workers, social welfare service aides, and flight attendants. The number of protective service occupations is projected to grow by 13.7 percent. Guards are expected to increase considerably faster (24.3 percent) and account for 71.0 percent of the new jobs in protective services.

Precision production, craft and repair occupations are projected to increase by 2.0 percent from 1984 to 1995, which is considerably slower than the average for all occupations. Employment in this group is closely related to the construction and manufacturing industries in which they are concentrated; construction is projected to have average growth and manufacturing employment is projected to decline. Carpenters are, by far, the largest of the construction trades and are projected to grow by 16.8 percent between 1984 and 1995. Mechanics, installers and repairers are projected to increase by 7.5 percent and add 17,200 new jobs by 1995. Due to the projected decline in manufacturing employment, precision production jobs are expected to decline by 8.2 percent during the 1984-95 period. Despite the decline, 4,900 annual average job openings are projected for this group.

Operators, fabricators and laborers are projected to decline by 7.2 percent from 1984 to 1995. Many occupations in this group, including machine operators and assemblers are expected to be affected by new technologies, such as computer-aided manufacturing and robotics. Technological change is expected to have less of an impact on transportation occupations, such as truck drivers, bus drivers, and airplane pilots. Truck drivers are projected to increase by 10,800 jobs, or 9.4 percent from 1984 to 1995 and remain the largest occupation in the operators group.

Agriculture, forestry and fishing workers are expected to continue to decline because of productivity growth in agriculture. However, the decline is not expected to be as great as in the recent past.

Table 27 presents Pennsylvania's top 27 occupations based on projected annual average job openings during the 1984-1995 period, which should not to be confused with Pennsylvania's fastest growing occupations, which include

many of those associated with advanced technology. These occupations are the large volume jobs, which are found in most industries and, therefore, traditionally provide many of the State's job opportunities.

Table 28 gives a list of the 27 occupations with the highest projected percentage of growth between 1984 and 1995. A few occupations listed in this table are duplicated in Table 27 but the occupations with the fastest rate of growth differ from those with large numbers of openings in at least one important respect: most of the fast-growing occupations require at least some education beyond the high school level. Many of them are in health services and computer related fields, reflecting the continued growth of the health services and the high-technology industries. Those occupations that require little education will be principally in the low paying service fields.

The most rapidly declining occupations in Pennsylvania are outlined on Table 29. Most of these occupations are concentrated in industries such as manufacturing and railroad transportation that have experienced declines in recent years and are expected to continue. Also some occupations are expected to be adversely affected by technological change.

Tables 30 and 31 list occupations with the greatest degree of potential employability in Pennsylvania during the period 1984-1995, based on projected employment in the occupation, volume and rate of projected job growth, and the annual average number of job openings produced in the field by either turnover or job creation. The 100 occupations on Table 31 account for two-thirds of total projected employment and nearly three-fourths of all annual average job openings during the ten-year period. The occupations are ranked in terms of their employment probability, i.e., their ability to generate hiring potential during the 1980s. On this basis, registered nurse is the occupation offering the greatest potential followed by cashier, nursing aide/orderly/attendant, waiter and waitress, computer programmer, guard, hairdresser/stylist/cosmetologist, restaurant cook, accountant and auditor, and food preparation worker. It is obvious that most of these jobs will be in such nonmanufacturing industries as health services, retail trade, eating and drinking places, and business services. This is not surprising in view of the growth trend among industries in recent years or the high turnover in such occupations as cashier, fast food worker, waiter/waitress, or security guard. This occupational listing is undoubtedly similar to those of most areas of the United States. It does not mean that high-paying jobs with advancement potential will be in short supply. Occupational growth is closely related to the demands of society, and our society needs nurses and cashiers in greater numbers than it needs chemists or lawyers. The full list of 100 occupations contains many highly-paid professional and skilled crafts areas, such as civil engineer, computer programmer, electrician, physician/surgeon, systems analyst, teacher, and operating engineer. Nevertheless, the bulk of the jobs that will be generated will be in the clerical, sales, and service categories.

Rounding out this analysis of occupational growth trends in the period 1984-1995 is a consideration of actual numbers of jobs in particular occupational groups as given in Table 32. White-collar occupations will account for 54.7 percent of all jobs in Pennsylvania in 1995, compared with 26.8 percent in blue-collar occupations, 16.9 percent in service occupations, and 1.6 percent in farming, forestry and fishing occupations.

TABLE 27

Occupations With Most Openings in Pennsylvania: 1984-1985
(Annual Average Job Openings)

<u>Occupations</u>	<u>Annual Average Openings</u>	<u>Due to Growth</u>	<u>Due to Labor Force Separations 1/</u>	<u>Occupations</u>	<u>Annual Average Openings</u>	<u>Due to Growth</u>	<u>Due to Labor Force Separations 1/</u>
1. Janitors & Cleaners, Inc. Maids	13,122	1,930	11,192	15. Maint. Repairers, Genl. Util.	2,426	472	1,954
2. Salespersons, Retail	11,661	1,766	9,895	16. Accountants & Auditors	2,373	649	1,524
3. General Office Clerks	5,741	863	4,878	17. Physicians & Surgeons	2,263	453	1,810
4. Secretaries	5,728	1,106	4,623	18. College & University Fac.	2,212	443	1,769
5. Registered Nurses	5,268	2,610	2,658	18. Cleaners & Serv., Pvt. Household	2,212	-73	2,285
6. Cashiers	5,007	2,278	2,731	20. Teachers, Preschool & Elementary	2,140	649	1,491
7. Guards	4,843	866	3,977	21. Carpenters	2,082	830	1,452
8. Stock Clerks, Sales Floor	4,821	924	3,897	22. Farmers	2,038	-300	2,338
9. Truck Drivers	4,499	983	3,516	23. Bartenders	2,025	514	1,511
10. Waiters & Waitresses	4,427	2,098	2,331	24. Teachers, Secondary School	1,924	494	1,430
11. Bookkeeping Acctg., & Aud. Clerks	4,422	236	4,186	25. Gardeners & Groundskeepers	1,898	398	1,500
12. Nursing Aides & Orderlies	3,485	1,451	2,034	26. Hairdressers, Hairstylists, Cosmetologists	1,878	733	1,145
13. Food Preparation Workers	3,002	927	2,075	27. Lawyers	1,849	415	1,434
14. Blue Collar Worker Supervisors	2,599	-669	3,268				

The 27 listed occupations comprise 42.3 percent of the total annual job openings.

1/ Due to deaths, retirements, and other separations from the labor force. Does not include transfers out of occupations.

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry.

TABLE 28

Fastest Growing Occupations in Pennsylvania: 1984-1995 1/

<u>Occupations</u>	<u>Estimated 1984 Employment</u>	<u>Projected 1995 Employment</u>	<u>Percent Increase</u>	<u>Occupations</u>	<u>Estimated 1984 Employment</u>	<u>Projected 1995 Employment</u>	<u>Percent Increase</u>
1. Paralegal Personnel	3,328	5,604	68.5	14. Housekeepers, Institutional	3,356	4,483	33.8
2. Medical Assistants	5,186	8,271	60.1	14. Registered Nurses	85,553	114,287	33.8
3. Computer Programmers	21,214	33,237	56.7	17. Brokerage Clerks	1,708	2,280	33.4
4. Data Processing Equip. Reprs.	3,128	4,751	51.9	18. Empl. Interviewers, Emp. Sec.	1,907	2,513	31.8
5. Computer Systems Analysts, EDP	15,693	22,468	43.2	19. Dental Lab Techns., Prec.	1,811	2,501	30.9
6. Physician Assistants	1,899	2,708	42.6	20. Cooks, Restaurant	22,557	29,431	30.5
7. Physical Therapists	2,741	3,845	40.3	21. Hairdressers, Hairstylists, Cosmetologists	28,912	34,876	30.0
8. Social Welfare Service Aides	9,421	13,153	39.6	22. Hosts & Hostesses, Rest./Lounge	7,510	9,755	29.9
9. Peripheral EDP Equip. Ops.	2,402	3,289	36.9	23. Nursing Aides & Orderlies	53,655	69,611	29.7
10. Dental Hygienists	3,246	4,433	36.6	24. Air Craft Pilots & Flight Engineers	1,581	2,019	29.3
11. Securities & Fin. Servs. Sales	11,598	15,828	36.5	25. Opticians, Dispensing & Measuring	1,854	2,524	29.2
12. Medical Records Techn. & Tech.	1,781	2,394	35.9	25. Travel Agents	3,445	4,452	29.2
12. Dental Assistants	7,350	9,985	35.9	27. Dentists	8,902	8,909	29.1
14. Detect. & Invest., exc. public	2,029	2,708	33.6				

1/ Includes only those occupations with estimated 1984 employment of at least 1,500 and percent increase greater than 29.0 percent.

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry.

TABLE 29

Most Rapidly Declining Occupations in Pennsylvania: 1984-1995 ^{1/}

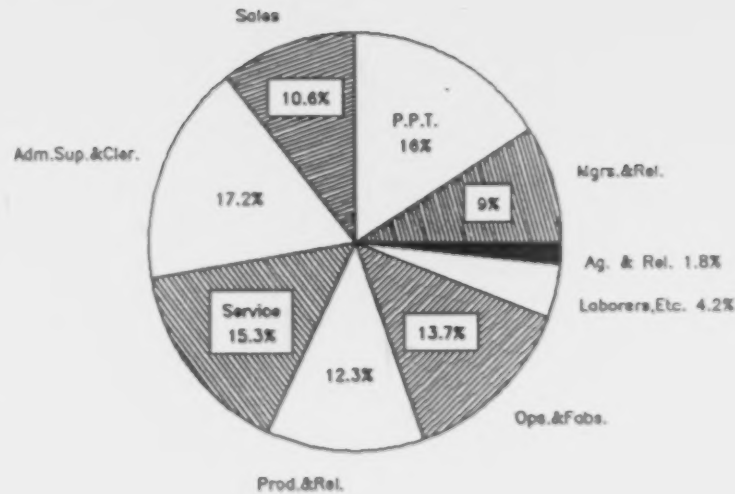
<u>Occupations</u>	<u>Estimated 1984 Employment</u>	<u>Projected 1995 Employment</u>	<u>Percent Decline</u>	<u>Occupations</u>	<u>Estimated 1984 Employment</u>	<u>Projected 1995 Employment</u>	<u>Percent Decline</u>
1. Rolling Mach. Set & Set-up Ops.	1,882	1,029	45.3	14. Machine Forming Ops. & Tenders	11,883	8,068	31.0
2. Station Installers & Repairers	2,609	1,558	40.4	15. Mech. Tool Cutting Ops. & Tenders	8,628	5,980	30.7
3. Stenographers	11,382	8,878	39.6	16. Furnace Operators & Tenders	2,011	1,411	29.8
4. Ext. & Draw. Mach. Setters & Set-up Ops.	1,883	1,147	39.1	17. Sewing Mach. Ops., Garment	87,730	47,733	29.5
5. Furnace, Kiln, or Kettle Ops.	1,759	1,081	38.5	18. Rail-Track Laying & Maint. Equip. Ops.	2,398	1,698	29.2
6. Shoe Sewing Mach. Ops. & Tenders	3,131	1,835	38.2	19. RR Conductors & Yardmasters	2,434	1,752	28.0
7. Shear Mach., Setters & Set-up Ops.	1,875	1,093	34.7	20. Punch Mach. Setters & Set-up Ops.	3,988	2,864	27.6
8. RR Brake, Signal & Switch Ops.	2,318	1,540	33.6	21. Press Mach. Setters & Set-up Ops.	3,920	2,855	27.2
9. Lath Mach. Tool Setters & Set-up Ops.	7,202	4,838	32.8	22. Pressers, Hand	2,487	1,629	26.5
10. Drill Mach. Tool Setters & Set-up Ops.	4,870	3,279	32.7	23. Hoist, Winch & Crane Ops.	7,725	5,897	26.3
11. Portable Machine Cutters	1,584	1,058	32.4	24. Foundry Mold & Core Makers	2,554	1,893	26.3
12. Grinding Mach. Setters & Set-up Ops.	5,822	4,053	31.0	25. Cutters & Trimmers, Hand	5,282	3,897	26.6
13. Milling Mach. Setters & Set-up Ops.	2,448	1,684	31.2	26. Textile Mach. Ops. & Tenders	8,800	6,548	25.8

^{1/} Includes only those occupations with estimated 1984 employment of at least 1,500 and percent decline greater than 25.0 percent.

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry.

GRAPH 3
 PENNSYLVANIA
 PERCENT DISTRIBUTION OF TOTAL EMPLOYMENT
 BY MAJOR OCCUPATIONAL GROUP

1984



PROJECTED 1995

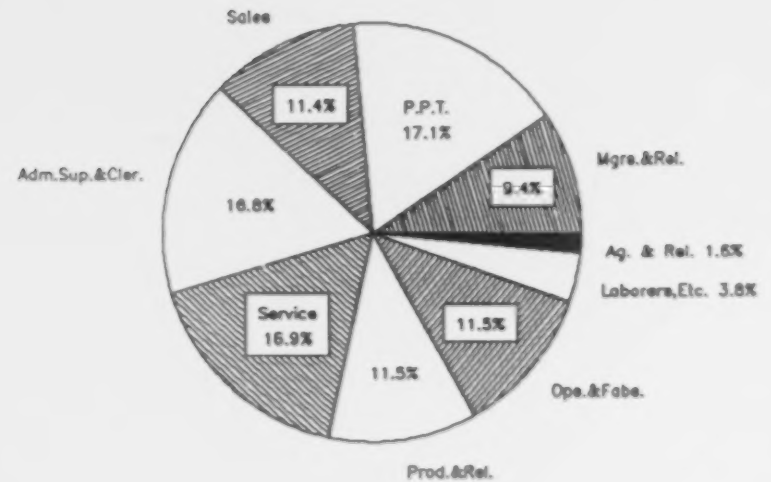


TABLE 30
OCCUPATIONAL EMPLOYMENT PROBABILITY ASSESSMENT REPORT
RELATIVE RANKING AND GRADE
OF
TOP 25 OCCUPATIONS

The following list of 25 occupations have a higher degree of potential employability based on a combination of the following factors: Projected Employment (1995); Volume of Growth in number of new jobs; Rate of Employment Growth; and number of Annual Average Job Openings.

OCCUPATION	SOC CODE 1/	ESTIMATED 1984 EMP.	PROJECTED 1995 EMP.	VOLUME OF GROWTH	RATE OF GROWTH	ANN. AVG. JOB OPENINGS	RANK 2/
Registered Nurses	2900	85,553	114,267	28,714	33.6	5,268	1
Cashiers	4364	87,894	112,928	25,034	28.5	5,007	2
Nursing Aides, Orderlies/Attendants	5236	53,655	69,611	15,956	29.7	3,485	3
Waiters and Waitresses	5213	84,006	107,057	23,051	27.4	4,427	4
Computer Programmers	3971	21,214	33,237	12,023	56.7	1,248	5
Guards	5144	39,235	48,762	9,527	24.3	4,843	6
Hairdresser/Stylist/Cosmetologist	5253	26,912	34,976	8,064	30.0	1,878	7
Cooks, Restaurant	5214	22,557	29,431	6,874	30.5	1,790	8
Accountants and Auditors	1412	41,105	50,445	9,340	22.7	2,373	9
Food Preparation Workers	5217	47,296	57,488	10,192	21.5	3,002	10
Computer Systems Analysts, EDP	1712	15,693	22,468	6,775	43.2	835	11
Janitor and Cleaner, Industrial Maint	5244	133,241	154,476	21,235	15.9	13,122	12
Bartenders	5212	23,678	29,333	5,655	23.9	2,025	12
Auto & Motorcycle Mechanics	6111	33,631	40,959	7,328	21.8	1,680	14
All Other Sales & Related Workers	4400	173,215	197,527	24,312	14.0	13,425	15
All Other Service Workers	5200	42,639	50,207	7,568	17.7	4,834	15
Securities & Finance Svcs Sales Workers	4124	11,598	15,828	4,230	36.5	1,098	17
All Other Managers & Administrators	VAR.	284,218	321,578	37,360	13.1	17,329	18
Stock Clerk, Sales Floor	4362	61,876	72,043	10,167	16.4	4,821	18
All Other Food Service Workers	5210	32,058	38,736	6,678	20.8	1,906	20
Food Prep & Service Worker, Fast Food	5216	34,227	40,924	6,697	19.6	1,684	21
Physicians & Surgeons	2610	23,776	28,760	4,984	21.0	2,263	21
Social Welfare Service Aides	2032	9,421	13,153	3,732	39.6	919	23
Carpenters	6422	41,225	48,154	6,929	16.8	2,082	24
Salespersons, Retail	4362	158,570	177,997	19,427	12.3	11,661	25

1/ Standard Occupational Classification Code. Occupational Titles were given corresponding SOC codes based on information found in the Standard Occupational Classification Manual, 1980 Edition, U.S. Department of Commerce.

2/ The rank reflects the position of each occupation in terms of employability relative to the other occupations in the table. The lower the rank the higher the probability of employment. The rank is based on a composite score for each occupation resulting from independently ranking four occupational items, then summing the ranking for each occupation and creating a final composite rank. The four factors affecting employability are: projected 1995 employment; volume of growth in the number of new jobs 1984-1995; the rate of growth between 1984 and 1995; and the number of annual average total job openings projected for 1984-1995.

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry.

TABLE 31
PENNSYLVANIA

OCCUPATIONAL EMPLOYMENT PROBABILITY ASSESSMENT REPORT
RELATIVE RANKING AND GRADE
OF
TOP 100 OCCUPATIONS

The following list of 100 occupations have a higher degree of potential employability based on a combination of the following factors: Projected Employment (1995); Volume of Growth in number of new jobs; Rate of Employment Growth; and number of Annual Average Job Openings.

OCCUPATION 5/	SOC CODE 1/	SVP 2/	LABOR DEMAND					EMPLOYMENT PROBABILITY	
			ESTIMATED 1984 EMP.	PROJECTED 1995 EMP.	VOL. OF GROWTH	RATE OF GROWTH	ANN. AVE. JOB OPEN.	RANK 3/	GRADE 4/
AO Clerical/Admin Support Wkrs	4799	3	68482	77267	8785	12.8	3357	27	A
AO Food Service Workers	5210	2	32058	38736	6678	20.8	1906	20	A
AO Health Prof & Paraprof	3690	6	9537	11234	1697	17.8	312	69	B+
AO Management Support Workers	1490	7	47815	52172	4357	9.1	1626	56	B+
AO Managers & Administrators	VAR.	7	284218	321578	37360	13.1	17329	18	A
AO Mech, Install, & Repairers	6179	4	10038	11072	1034	10.3	477	97	B
AO Prof, Paraprof, & Tech Wkrs	9991	5	28349	31621	3272	11.5	987	55	A-
AO Sales & Related Workers	4400	6	173215	197527	24312	14.0	13425	15	A+
AO Service Workers	5200	2	42639	50207	7568	17.7	4834	15	A+
AO Teachers & Instructors	2390	7	44113	49634	5521	12.5	2761	32	A
AO Trans & Mat Mov Eq Opers	8319	3	21856	23089	1233	5.6	717	83	B+
Accountants & Auditors	1412	8	41105	50445	9340	22.7	2373	9	A+
Amusement/Recreation Attendants	5254	3	5455	6401	946	17.3	395	89	B
Artists & Commercial Artists	3220	7	6565	8101	1536	23.4	436	60	B+
Auto. & Motorcycle Mechanics	6111	6	33631	40959	7328	21.8	1680	14	A+
Automotive Body & Related Repairers	6115	7	10817	12490	1673	15.5	386	73	B+
Bakers, Bread & Pastry	5214	7	9069	11119	2050	22.6	638	52	A-
Bartenders	5212	2	23678	29333	5655	23.9	2025	12	A+
Bill & Account Collectors	4786	4	3974	5045	1071	27.0	301	76	B+
Billing, Cost & Rate Clerks	4716	4	16802	17855	1053	6.3	683	99	B
Bookkpg, Account & Audit Clerks	4712	5	87757	90357	2600	3.0	4422	63	B+
Brick Masons	6412	8	8074	9175	1101	13.6	344	83	B+
Bus Drivers, School	8215	3	16122	18052	1930	12.0	1094	61	B+
Bus/Truck Mech & Diesel Eng Spec	6112	7	15265	17173	1908	12.5	543	67	B+
Carpenters	6422	7	41225	48154	6929	16.8	2082	24	A
Cashiers	4364	3	87894	112928	25034	28.5	5007	2	A+
Child Care Workers	5264	3	22902	25140	2238	9.8	1195	62	B+
Civil Engineers, Inc Traffic	1628	8	6618	7650	1032	15.6	327	93	B
Clergy	2042	8	18038	20105	2067	11.5	1754	59	B+
College & University Faculty	2200	8	51014	55887	4873	9.6	2212	49	A-
Computer Op, Ex Peripheral Equip.	4612	6	11372	14414	3042	26.7	433	43	A-
Computer Prrgrammers	3971	7	21214	33237	12023	56.7	1248	5	A+
Computer Systems Analysts,EDP	1712	7	15693	22468	6775	43.2	835	11	A+
Construction Trades Workers	VAR.	4	18268	20047	1779	9.7	545	74	B+
Cooks, Restaurant	5214	6	22557	29431	6874	30.5	1790	8	A+
Cooks, Institution or Cafeteria	5214	6	14603	17162	2559	17.5	945	49	A-
Cooks, Sh. Ord. & Sp. Fast Food	5214	6	27599	32706	5107	18.5	995	29	A
Correction Officers & Jailers	5133	4	7070	8269	1199	17.0	258	86	B
Cost Estimators	1490	7	7213	8282	1069	14.8	288	95	B
Counter & Rental Clerks	4363	2	5216	6069	853	16.4	401	99	B
Data Processing Equipment Rprs	6154	6	3128	4751	1623	51.9	177	77	B+
Dental Assistants	5232	6	7350	9985	2635	35.9	339	46	A-
Dental Hygienists	3630	6	3246	4433	1187	36.6	158	85	B
Dentists	2620	8	6902	8909	2007	29.1	883	36	A-
Designers, Exc. Interior Design	3220	7	6841	7849	1008	14.7	356	91	B
Dining Room/Caf Attend/Bar Hlpr	5218	2	16090	19895	3805	23.6	720	28	A
Electri. & Electro. Engineer	1633	8	15140	18493	3353	22.1	704	34	A-
Electrical & Electronic Techns	3711	7	13012	14990	1978	15.2	417	65	B+
Electricians	6432	7	22141	23817	1676	7.6	846	75	B+
Food Prep & Svc Wkr, Fast Food	5216	2	34227	40924	6697	19.6	1684	21	A

TABLE 31 (cont'd)

OCCUPATION 5/	SOC CODE 1/	SVP 2/	LABOR DEMAND					EMPLOYMENT PROBABILITY	
			ESTIMATED 1984 EMP.	PROJECTED 1995 EMP.	VOL. OF GROWTH	RATE OF GROWTH	ANN. AVE. JOB OPEN.	RANK 3/	GRADE 4/
Food Preparation Workers	5217	2	47296	57489	10192	21.5	3002	10	A+
Food Service & Lodging Managers	1351	7	15728	18467	2739	17.4	1035	48	A-
Gardener/Groundskeeper, Ex Farm	5622	2	24401	28777	4376	17.9	1898	30	A
General Office Clerks	4630	3	102003	111492	9489	9.3	5741	38	A-
Guards	5144	3	39235	48762	9527	24.3	4843	6	A+
Hairdresser/Stylist/Cosmetologist	5253	6	26912	34976	8064	30.0	1878	7	A+
Hand Packers & Packagers	8761	2	29827	31353	1526	5.1	1231	79	B+
Heat, A/C & Refrig Mech/Instlr	6160	7	11157	12687	1530	13.7	492	72	B+
Host/Hostess, Rest/Loun/Coffee Shp	5211	7	7510	9755	2245	29.9	517	45	A-
Housekeepers, Institutional	5241	6	3356	4483	1127	33.6	330	69	B+
Ins Adjust/Examn/Investigators	4782	7	7191	8365	1174	16.3	253	93	B
Instructors & Coaches, Sport	3400	8	9207	10493	1286	14.0	592	71	B+
Insurance Sales Workers	4122	5	23197	27033	3836	16.5	1527	34	A-
Janitor & Cleaner, Ind Maint	5244	2	133241	154476	21235	15.9	13122	12	A+
Laundry/Dry Mach Op/Tndr Ex Prs	7658	2	5695	6934	1239	21.8	513	64	B+
Lawyers	2110	8	23047	27613	4566	19.8	1849	26	A
Licensed Practical Nurses	3660	6	30097	35161	5064	16.8	1592	31	A
Loan & Credit Clerks	4642	4	4528	5539	1011	22.3	269	87	B
Maint Repairers, Gen Utility	6179	4	54205	59395	5190	9.6	2426	46	A-
Medical Assistants	5233	6	5166	8271	3105	60.1	478	41	A-
Nursing Aide, Orderlies/Attend	5236	4	53655	69611	15956	29.7	3485	3	A+
Operating Engineers	8312	6	13004	14252	1248	9.6	508	80	B+
Order Clerk, Mat, Merchan & Svc	4664	3	13013	14164	1151	8.8	536	87	B
Paralegal Personnel	3960	7	3326	5604	2278	68.5	325	57	B+
Physical Therapists	3033	7	2741	3845	1104	40.3	170	90	B
Physicians & Surgeons	2610	8	23776	28760	4984	21.0	2263	21	A
Pub Rel Specialist & Pub Writers	3320	7	3249	4148	899	27.7	217	95	B
Radiologic Technol. & Techni	3650	7	6060	7317	1257	20.7	174	92	B
Receptionist/Information Clerks	4645	4	27983	32160	4177	14.9	1535	41	A-
Registered Nurses	2900	7	85553	114267	28714	33.6	5268	1	A+
Roofers	6468	7	6587	7833	1246	18.9	235	82	B+
Sales Agents, Real Estate	4123	5	9306	11546	2240	24.1	875	38	A-
Salespersons, Retail	4362	3	158570	177997	19427	12.3	11661	25	A
Secretaries	4622	6	156137	168308	12171	7.8	5729	43	A-
Securities & Fin Svcs Sales Wkrs	4124	7	11598	15828	4230	36.5	1098	17	A
Social Welfare Service Aides	2032	3	9421	13153	3732	39.6	919	23	A
Social Workers	2032	7	18697	22338	3541	19.5	875	41	A-
Stock Clerks, Sales Floor	4362	3	61876	72043	10167	16.4	4821	18	A
Switchboard Operators	4732	3	11523	13519	1996	17.3	661	58	B+
Taxi Drivers & Chauffeurs	8216	3	4010	5058	1048	26.1	429	68	B+
Teach/Instruct, Voc Ed & Training	2390	7	8667	9731	1064	12.3	540	81	B+
Teacher Aide/Ed Assistant	4795	3	19327	22476	3149	16.3	928	51	A-
Teachers, Preschool & Elementa	2320	7	60695	67834	7139	11.8	2140	33	A
Teachers, Secondary School	2330	7	65044	70478	5434	8.4	1924	54	A-
Tellers	4791	5	27537	31102	3565	12.9	825	53	A-
Travel Agents	4369	5	3445	4452	1007	29.2	322	78	B+
Truck Drivers	8213	3	115405	126222	10817	9.4	4499	38	A-
Veh. Washers & Equip. Cleaners	8750	2	7563	9065	1502	19.9	342	66	B+
Waiters and Waitresses	5213	3	84006	107057	23051	27.4	4427	4	A+
Writers & Editors	3980	7	7874	8872	998	12.7	375	98	B

FOOTNOTES
TABLE 31

- 1/ Standard Occupational Classification code. Occupational titles were given corresponding SOC codes based on information found in the Standard Occupational Classification Manual, 1980 Edition, U.S. Department of Commerce.
- 2/ Specific Vocational Preparation code. SVP denotes the training time required to learn the techniques, acquire information, and develop the facility needed for average performance in a specific job. The training may be acquired in a school, work, military, institutional, or vocational environment. Below are the SVP codes and the corresponding training time required.
 - 2 - Anything beyond a short demonstration up to and including 30 days.
 - 3 - Over 30 days up to and including 3 months.
 - 4 - Over 3 months up to and including 6 months.
 - 5 - Over 6 months up to and including 1 year.
 - 6 - Over 1 year up to and including 2 years.
 - 7 - Over 2 years up to and including 4 years.
 - 8 - Over 4 years up to and including 10 years.
- 3/ The rank reflects the position of each occupation in terms of employability relative to the other occupations in the table. The lower the rank the higher the probability of employment. The rank is based on a composite score for each occupation resulting from independently ranking four occupational items, then summing the rankings for each occupation and creating a final composite rank. The four factors affecting employability are: projected 1995 employment; volume of growth in the number of new jobs 1984-1995; the rate of growth between 1984 and 1995; and the number of annual average total job opening projected for 1984-1995.
- 4/ The grading scheme is based on the rank assigned to each occupation. The top 10 percent are A+, A, and A-; the next 15 percent are B+, B, and B-; the next 45 percent are C+, C, and C-; with the remaining 30 percent as D+, D, and D-.
- 5/ AO represents 'All Others' - includes all other workers for that occupational grouping not separately classified.

TABLE 32
PENNSYLVANIA
EMPLOYMENT BY OCCUPATION AND ANNUAL AVERAGE JOB OPENINGS
1984 and Projected 1995

Occupational Grouping	Estimated 1984 Employment	Estimated 1995 Employment	Net Change 1984-95	Ann. Avg. Job Openings	% Dist. Of 1995 Empl.
TOTAL, ALL OCCUPATIONS	5,089,916	5,531,643	441,727	250,436	100.0
White Collar Workers	2,686,877	3,023,980	337,103	141,148	54.7
Managerial & Mgt. Rel. Occs.	459,636	516,435	56,799	25,827	9.4
Prof., Paraprof. & Tech. Occs.	812,064	947,775	135,711	40,491	17.1
Marketing & Sales Occs.	537,278	629,092	91,816	39,414	11.4
Admin. Support Occs., Inc. Clerical	877,901	928,678	50,777	35,416	16.8
Blue Collar Workers	1,534,354	1,481,031	[53,323]	46,172	26.8
Precision Production, Craft & Repair	624,109	636,887	12,778	22,788	11.5
Operators & Fabricators	697,371	634,292	[63,079]	17,902	11.5
Helpers, Laborers & Mat. Mov. Occs.	212,874	209,852	[3,022]	5,482	3.8
Service Workers	777,974	936,230	158,256	57,838	16.9
Cleaning & Bldg. Serv. Occs.	135,050	156,383	21,333	13,180	2.8
Food & Bev. Prep. & Serv.	318,693	393,606	74,913	18,647	7.1
Health Service Occs.	80,155	103,957	23,802	4,956	1.8
Personal Serv. Occs.	74,663	90,853	16,190	5,218	1.6
Protective Serv. Occs.	97,510	110,893	13,383	6,967	2.0
Other Service Occs.	71,903	80,538	8,635	8,872	1.5
Agric., Forestry, Fishing & Rel. Occs.	90,713	90,402	[311]	5,287	1.6

SOURCE: Bureau of Research and Statistics
Department of Labor and Industry

Data may not add to totals due to rounding.

SECTION V

TRAINING AND PLACEMENT ASSISTANCE INFORMATION

A. Labor Supply

Section V deals primarily with a comparison of labor supply and labor demand.

The supply of labor comes from a variety of sources: graduates of educational programs, new residents of the area, retraining within an industry, and people seeking to change jobs. Only the first of these sources can be measured accurately, since there is no consistent method for determining the extent of the others. Each year large numbers of graduates of high schools, colleges, business schools, trade schools, and vocational education programs enter the job market in search of work. These new entrants to the labor force form a large proportion of the inexperienced labor supply.

The more experienced portion of the labor supply comes primarily from people who are laid off from their jobs or who seek to change jobs, while a smaller portion comes from in-migration of people from outside the state. Many of these experienced workers, but by no means all, register for work in the Pennsylvania State Job Centers. A summary of registered job applicants is given in Table 35, which will be discussed in more detail in Section V-C. Although not all jobseekers will be represented in Job Center files, a look at applicants registered for work gives a good estimate of the supply of labor.

There is also the "invisible" portion of the labor supply. This is made up of people who change jobs within a company. The upward mobility of workers within an organization provides one of the largest shares of the supply and is usually the best source of experienced personnel.

Some idea of future labor supply can be discerned from an examination of school enrollment patterns as detailed in Table 33. During the 18-year period from 1972 to 1990, public school enrollment declined steadily each year from 2,361,285 in 1972 to 1,655,271 in 1990, a drop of 29.9 percent. Enrollment in non-public schools, which did show small increases in two academic years, has suffered a net decline of 25.2 percent during the same period. Generally speaking, yearly percentage declines in public school enrollment have dropped to one percent or below during recent years while that of non-public schools have remained around two percent.

There are several reasons for the drop-off in school enrollments: declining population in general, a lower birthrate with many two-career couples postponing the start of a family, and out-migration of young adults with school-age children in order to seek employment elsewhere. The impact of this trend is significant for the state in terms of job opportunities for teachers and for its implication of a sharp reduction in new entrants to the labor force in future years.

TABLE 33
PENNSYLVANIA
SCHOOL ENROLLMENT 1972-1990

PUBLIC

YEAR	Elementary K - 6	Secondary 7 - 12	Total	% Change From Prior Year
1972-73	1,224,959	1,136,326	2,361,285	
1973-74	1,183,777	1,137,660	2,321,437	-1.69
1974-75	1,149,633	1,127,818	2,277,451	-1.89
1975-76	1,129,451	1,116,696	2,246,147	-1.37
1976-77	1,093,578	1,100,095	2,193,673	-2.34
1977-78	1,054,040	1,074,833	2,128,873	-2.95
1978-79	1,008,664	1,038,082	2,046,746	-3.86
1979-80	968,325	1,000,476	1,968,801	-3.81
1980-81	940,387	968,905	1,909,292	-3.02
1981-82	903,342	935,673	1,839,015	-3.68
1982-83	872,629	911,340	1,783,969	-2.99
1983-84	846,145	891,807	1,737,952	-2.58
1984-85	833,996	867,884	1,701,880	-2.08
1985-86	841,419	841,802	1,683,221	-1.10
1986-87	856,962	817,199	1,674,161	-0.54
1987-88	874,784	793,758	1,668,542	-0.34
1988-89	896,213	762,122	1,658,335	-0.61
1989-90	911,323	743,948	1,655,271	-0.18

NON-PUBLIC

YEAR	Elementary K - 6	Secondary 7 - 12	Total	% Change From Prior Year
1972-73	334,165	121,937	456,102	
1973-74	321,056	122,939	443,995	-2.65
1974-75	310,669	122,723	433,392	-2.39
1975-76	306,037	121,932	427,969	-1.25
1976-77	302,387	121,667	424,054	-0.91
1977-78	296,973	119,730	416,703	-1.73
1978-79	289,630	116,855	406,485	-2.45
1979-80	285,514	114,441	399,955	-1.61
1980-81	280,319	112,083	392,402	-1.89
1981-82	281,357	112,742	394,099	0.43
1982-83	288,665	112,963	401,628	1.91
1983-84	285,372	110,861	396,233	-1.34
1984-85	278,236	107,784	386,020	-2.58
1985-86	270,541	103,857	374,398	-3.01
1986-87	267,241	99,438	366,679	-2.06
1987-88	263,579	93,434	357,013	-2.64
1988-89	260,876	89,188	350,064	-1.95
1989-90	257,889	83,340	341,229	-2.52

SOURCE: Public and Nonpublic School Enrollment 1972-90, Pennsylvania Department of Education

SECTION V

TRAINING AND PLACEMENT ASSISTANCE INFORMATION

B. Labor Demand

The demand for labor stems from a variety of sources: new employers who move into the area, new businesses started by area residents, and business expansions by existing employers. However, the largest portion of labor demand comes from the need to replace existing workers who retire, die, become disabled, change jobs, are promoted, or leave the area. Replacements account for about 84 percent of total labor demand statewide. The demand for workers varies considerably among industries and occupations.

The demand for labor is directly related to the data covered in Section IV on occupational projections. Usually the strongest demand exists in the clerical, sales, and service areas, not only because these occupations are so often found in the industries that are expanding, but also because many of these jobs experience frequent turnover. Jobs that require few skills, are boring or repetitious in nature, or offer low pay, short hours, few benefits, or little opportunity for advancement will not induce workers to remain in them for very long. Therefore, these jobs have high turnover and must be refilled often. Consequently, they contribute disproportionately to aggregate labor demand. This does not mean that only less desirable jobs constitute labor demand, but simply that by their nature, jobs with high turnover form a sizable share of the labor demand list. Table 35 in Section V-C shows current labor demand in more detail.

Table 34 shows the estimated 1984 and projected 1995 distribution of broad occupational categories within selected industries in Pennsylvania. This format was chosen because it clearly depicts the staffing (human resource) structure of industry within the state. A typical example illustrating use of the table would be that of a clerical worker in search of employment. The job-seeker would first enter the table in the Administrative Support Occupations Including Clerical row and then proceed across to find the highest totals. Immediately Finance, Insurance and Real Estate, Trade, and Services, stand out with the highest total employment for both 1984 and 1995. The job search would obviously begin with these industries. Continued analysis indicates that Services has the greatest number of professional, paraprofessional, and technical occupations, as well as the largest number of managerial and management related occupations. Tracking specific occupations (accountants, welders, etc.) within any of the broad categories listed is possible by consulting reference volumes of staffing patterns prepared by the Occupational Employment Statistics and Industrial Surveys Division, Bureau of Research and Statistics. Area Labor Market Analysts have these publications on file.

TABLE 34
PENNSYLVANIA

OCCUPATIONAL EMPLOYMENT SUMMARY BY MAJOR INDUSTRY DIVISION 1/

1984 and Projected 1995

	Year	Total All Ind- ustries	Agri. & Related	Mining	Construc- tion	Manu- facturing	Trans., Comm., & Utilities	Trade	Finance, Ins., & Real Est.	Services 2/	Govt.
Total All Occupations	1984	4,715,902	41,273	38,678	175,698	1,124,001	245,015	1,033,055	251,888	1,417,044	389,252
	1995	5,154,320	43,427	33,538	208,899	953,234	245,284	1,219,801	304,122	1,754,604	391,411
Managerial & Mgt. Rel. Occupations	1984	416,824	1,045	2,734	17,690	87,159	19,389	93,759	45,678	98,972	50,398
	1995	482,540	1,295	2,550	21,841	82,182	19,759	114,724	58,893	129,318	51,978
Professional, Paraprof., & Technical Occpns.	1984	741,723	1,942	1,398	5,548	85,915	20,184	18,401	9,750	538,273	82,312
	1995	871,691	2,476	1,304	6,320	82,463	21,640	22,883	13,755	655,928	84,924
Marketing & Sales Occupations	1984	470,761	467	290	2,369	33,306	10,536	354,931	33,832	29,961	5,089
	1995	556,550	545	302	2,878	30,017	11,779	424,100	42,331	39,241	5,357
Adm. Support Occpns. Incl. Clerical	1984	856,831	1,997	2,649	17,392	131,455	53,385	138,989	140,124	260,508	110,332
	1995	910,880	2,123	2,270	18,543	106,408	50,455	147,785	162,483	318,788	104,007
Service Occupations	1984	736,279	507	415	1,141	19,898	8,277	247,408	11,438	370,034	79,160
	1995	889,650	531	306	1,242	16,145	8,818	307,162	13,272	461,915	82,259
Ag., Forest., Fish. & Rel. Occpns.	1984	83,443	31,852	43	584	2,355	80	1,998	3,522	10,238	2,785
	1995	58,892	32,553	44	653	2,531	83	2,498	4,028	11,713	2,780
Precision Prod., Craft & Repair Occpns.	1984	557,394	951	15,400	93,493	210,464	51,509	78,248	8,627	58,420	42,282
	1995	588,909	1,101	13,399	113,587	176,892	47,978	91,949	8,274	73,183	42,588
Operators & Fabricators	1984	673,171	1,449	11,508	13,649	454,861	87,285	62,594	535	37,489	23,803
	1995	610,617	1,638	10,098	18,429	373,158	89,997	87,410	837	48,741	24,513
Helpers, Laborers & Mat. Mov. Occpns.	1984	209,476	1,063	4,243	23,852	98,588	16,370	36,729	378	15,151	13,101
	1995	208,610	1,187	3,265	27,408	83,440	18,775	41,290	449	19,801	13,017

1/Excludes self-employed and unpaid family workers.

2/Includes state and local government employment in hospitals and education.

SOURCE: Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry.

SECTION V

TRAINING AND PLACEMENT ASSISTANCE INFORMATION

C. Labor Supply and Demand

The comparison of labor supply and demand is always difficult, since neither figure can be measured precisely. The principal table in this section, Table 35, examines the active files in Pennsylvania State Job Center offices and compares registered applicants with job openings received. In most areas, Job Center files contain a large number of applicants seeking employment in clerical, sales, and service occupations. In addition, a large share of the job openings are for persons in those occupational groups. There are a number of reasons for this. In large measure, these are the kinds of openings that are especially suited for filling through a public employment service agency. Employers seeking to fill these jobs often have large numbers of openings to fill, and often the skills they require are not highly specialized. These jobs frequently do not require more than a high school education or some form of vocational training. Furthermore, many of them are high-turnover jobs, so they appear frequently in job listings.

Private employment agencies, on the other hand, frequently specialize in particular types of clients, such as managerial or technical personnel, rather than a broad range of occupations. Employers seeking to hire professional, technical, or upper-level managerial workers frequently utilize private agencies and a variety of other search techniques, as well as using the local Job Center. These techniques include contacting professional societies, placing ads in professional journals, recruiting on college campuses, and using "headhunter" companies. Because of this, state Job Centers get a smaller share of the job openings in these fields than is the case for clerical, sales, and service occupations.

Nevertheless, some broad conclusions on occupational supply and demand can be drawn on the basis of a comparison between applicants registered in Pennsylvania State Job Centers and the job openings received by those offices.

From July 1, 1989, through June 30, 1990, 593,826 applicants have registered with State Job Center Offices in Pennsylvania. Of this number 139,579 or 23.5 percent were in the clerical and sales occupations category while 84,486 applicants or 14.2 percent were categorized in service occupations. Agriculture, fishing and forestry occupations had the fewest registered applicants with 5,257. Approximately 29 percent or 172,189 of total registrants were in the active file as of the end of June with 63,997 of the number females.

During the year, the following twelve specific occupations each had more than 5,000 registered applicants assigned to them. In order they are: material handler (23,391), general clerk (12,775), construction worker I (10,508), commercial cleaner (9,717), construction worker II (8,475), clerical secretary (7,923), administrative clerk (7,340), nurse aide (6,818), carpenter (6,452), hand packager (6,238), tractor-trailer truck driver (5,802), and heavy truck driver (5,164).

On June 30, 1990, the active file contained over 2,000 registered applicants each in eight occupations. In descending order they were: material handler (6,771), general clerk (3,426), construction worker I (3,366), construction worker II (2,728), clerical secretary (2,195), commercial cleaner (2,150), carpenter (2,122) and administrative clerk (2,111).

Job Center offices received a total of 173,785 job openings during the same time period, an average of one opening for every three registered applicants. Of these openings, 118,362 or just over 68 percent, were filled during the fiscal year. It might seem odd that over 30 percent of the openings went unfilled despite large numbers of registered job-seekers. This is because some of the job orders were subsequently cancelled by the employer, some were filled by the employer with applicants who were not referred by the Job Centers, some were for workers with highly specialized technical skills and lengthy experience requirements that could not be found among the registered applicants, and some were received only a few days before the end of the fiscal year and had not yet been filled by June 30th.

While clerical, sales, and service occupations accounted for the largest numbers of job applicants, these fields also constituted the bulk of the job openings received. Over 49 percent of the openings received, and 48 percent of the openings filled were in these categories. In all broad occupational areas applicants outnumbered listed openings; the overall ratio was 3.42 applicants for each opening. Within occupational groupings, the ratio of applicants to openings ranged from a low of 2.16 for service occupations to 5.64 for professional, technical and managerial occupations.

TABLE 35

PENNSYLVANIA

REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS

BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS

D O CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
XXX	TOTAL - ALL OCCUPATIONS (INCL. ENTRY)	593,826	172,189	63,997	173,785	118,362
0 & 1	PROFESSIONAL, TECHNICAL, MANAGERIAL OCC.	80,122	24,787	9,627	14,197	9,649
2	CLERICAL AND SALES OCCUPATIONS	139,579	37,180	26,487	46,751	30,590
3	SERVICE OCCUPATIONS	84,486	21,061	10,713	39,155	26,727
4	AGRICULTURE, FISHING, FORESTRY OCCUP.	5,257	1,485	175	1,727	1,321
5	PROCESSING OCCUPATIONS	19,373	5,437	1,207	7,156	5,789
6	MACHINE TRADES OCCUPATIONS	44,698	14,459	2,181	9,700	6,011
7	BENCHWORK OCCUPATIONS	36,136	10,791	6,446	9,425	6,159
8	STRUCTURAL WORK OCCUPATIONS	84,635	29,438	2,084	16,191	9,715
9	MISCELLANEOUS OCCUPATIONS	99,540	27,551	5,077	29,199	22,119
INA	INVALID CODES	0	0	0	284	282

* July 1, 1989 through June 30, 1990.

See footnote at end of table

TABLE 35

PENNSYLVANIA

REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS
BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS

(continued)

D O T CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
003.161-014	Electrical Test Engineer	1,669	552	22	97	49
007.061-014	Engineer, Mechanical	537	171	6	51	6
012.167-066	Systems Analyst	769	271	61	98	10
020.162-014	Programmer, Business	584	179	52	64	5
029.261-010	Laboratory Tester	388	112	35	84	41
045.107-010	Counselor	886	253	127	79	48
075.374-010	Nurse, General Duty	424	112	101	100	23
079.367-010	Medical Assistant	761	211	172	46	17
079.371-010	Dental Assistant	529	160	147	56	18
079.374-014	Nurse, Licensed Practical	1,123	274	257	294	166
091.227-010	Teacher, Secondary School	1,183	318	160	5,564	5,053
092.227-010	Teacher, Elementary School	1,166	325	270	11	1
160.167-010	Accountant	2,206	735	301	133	45
162.157-038	Purchasing Agent	1,038	368	105	38	10
163.167-018	Sales Manager	2,323	801	136	41	6
165.067-010	Public-Relations Representative	620	204	132	11	3
169.167-010	Administrative Assistant	3,237	1,039	740	204	107

* July 1, 1989 through June 30, 1990.

See footnote at end of table

TABLE 35

PENNSYLVANIA

REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS
BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS

(continued)

D O T CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
169.167-034	Office Manager	2,794	899	663	73	31
185.167-046	Retail Store Manager	4,090	1,295	623	243	90
187.167-106	Food Service Manager	2,256	684	296	136	67
195.107-010	Caseworker	508	134	84	138	114
201.362-010	Legal Secretary	1,111	350	342	174	61
201.362-014	Medical Secretary	743	218	212	104	42
201.362-030	Clerical Secretary	7,923	2,195	2,135	1,170	394
203.362-010	Clerk-Typist	4,892	1,269	1,209	1,333	794
203.582-030	Key punch Operator	395	81	71	456	405
205.367-054	Survey Worker	1,456	378	181	4,540	3,678
206.362-010	File Clerk	396	126	93	145	118
209.562-010	Clerk-General	12,775	3,426	2,946	4,084	2,787
209.587-026	Mail Clerk	809	271	114	408	311
209.687-014	Mail Handler	343	82	24	323	293
210.382-014	Bookkeeper	2,818	802	728	381	158
210.382-018	Bookkeeper II	778	211	196	86	34

* July 1, 1989 through June 30, 1990.

See footnote at end of table

TABLE 35
PENNSYLVANIA

REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS
BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS

(continued)

D O T CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
211.362-010	Cashier I	1,736	431	376	336	130
211.362-018	Teller	1,199	347	299	668	376
211.462-010	Cashier II	3,295	774	676	895	510
213.362-010	Computer Operator	2,699	830	436	233	105
215.482-010	Payroll Clerk	499	145	121	91	36
216.482-010	Accounting Clerk	3,236	974	802	456	163
219.362-010	Administrative Clerk	7,340	2,111	1,931	1,232	711
222.387-058	Clerical Stock Clerk	1,846	450	93	771	573
235.662-022	Telephone Operator	358	104	94	132	61
237.367-038	Receptionist	4,270	1,159	1,134	947	413
238.362-010	Hotel Clerk	410	121	75	261	144
241.357-010	Collection Clerk	213	38	24	206	173
249.367-074	Teacher Aide	525	120	107	601	516
250.257-010	Sales Agent	486	142	40	240	48
261.357-062	Salesperson, Shoes	229	67	48	169	59
261.357-066	Women's Apparel Salesperson	447	112	107	134	20
273.353-010	Automobile Salesperson	817	292	26	52	22

* July 1, 1989 through June 30, 1990.

See footnote at end of table

TABLE 35

PENNSYLVANIA

REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS
BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS

(continued)

D O T CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
279.357-050	General Hardware Salesperson	270	83	22	120	43
279.357-054	General Merchandise Salesperson	4,165	714	384	3,637	3,245
279.357-062	Salesperson, Parts	372	123	24	193	71
290.477-014	Sales Clerk	4,476	1,152	916	2,270	1,636
290.477-018	Sales Clerk, Food	1,170	259	166	1,535	1,206
292.353-010	Sales Route Driver	1,476	437	27	409	222
299.137-010	Manager, Department (Retail Trade)	613	156	93	41	12
299.357-014	Telephone Solicitor	811	231	180	799	270
301.474-010	General House Worker	289	73	70	205	57
309.677-010	Companion	330	78	74	139	46
311.477-014	Counter Attendant	834	197	172	994	387
311.477-030	Informal Waiter/Waitress	4,782	1,112	1,003	2,967	2,083
311.677-010	Cafeteria Attendant	329	96	91	121	58
312.474-010	Bartender	1,805	532	290	423	168
313.131-014	Chef	423	134	14	39	25
313.361-014	Cook	4,042	1,041	485	1,912	1,065

* July 1, 1989 through June 30, 1990.

See footnote at end of table

TABLE 35

PENNSYLVANIA

REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS
BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS

(continued)

D O T CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
313.361-022	Short Order Cook	1,743	448	182	713	339
315.361-010	Institutional Cook	1,313	348	130	583	347
316.684-018	Meat Cutter	556	143	11	98	38
317.684-014	Pantry Goods Maker	196	51	36	104	58
317.687-010	Cook Helper	344	84	38	71	32
318.687-010	Kitchen Helper	3,668	922	330	2,029	1,274
323.687-010	Hospital Cleaner	345	86	54	165	108
323.687-014	Housekeeping Cleaner	1,800	380	323	941	583
332.271-010	Cosmetologist	786	176	165	101	25
355.674-014	Nurse Aide	6,818	1,550	1,343	2,002	1,506
355.677-010	Hospital Food Service Worker	967	200	140	871	393
359.677-010	Children's Institution Attendant	339	85	62	316	390
359.677-018	Nursery School Attendant	689	165	154	153	58
361.687-018	Laundry Laborer	171	49	26	69	40
363.682-018	Machine Presser	528	204	92	136	67
363.684-018	Hand Presser	270	89	66	68	52
372.667-018	Correction Officer	354	115	15	452	354

* July 1, 1989 through June 30, 1990.

See footnote at end of table

TABLE 35
PENNSYLVANIA
REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS
BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS
(continued)

D O T CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
372.667-034	Security Guard	4,588	1,349	98	2,335	1,628
372.667-038	Merchant Patrolter	1,683	347	41	1,447	1,122
381.687-014	Commercial Cleaner	9,717	2,150	671	7,610	6,652
403.687-018	Harvest Worker, Fruit	307	27	2	1	1
406.684-010	Cemetery Worker	63	17	0	141	185
408.161-010	Landscape Gardener	519	165	12	22	12
410.684-010	Dairy Farmworker	173	45	3	3	1
509.686-010	General Laborer	3,252	1,081	67	881	732
519.687-022	General Foundry Worker	630	199	11	455	366
526.381-010	Baker	349	96	30	76	31
526.684-010	Doughnut Maker	64	18	5	37	22
526.686-010	Batter Scaler	244	76	25	146	81
529.686-014	Cannery Worker	104	38	23	164	145
529.687-186	Sorter, Agricultural Produce	17	8	6	25	18
556.685-038	Injection Molding Machine Tender	358	153	82	143	138
559.567-010	Plastic Material Laborer	181	23	6	301	242

* July 1, 1989 through June 30, 1990.

See footnote at end of table

TABLE 35

PENNSYLVANIA

REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS
BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS

(continued)

D O T CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
579.687-030	Glass Product Selector	161	46	27	319	330
600.280-022	Machinist	2,550	832	21	639	336
600.380-018	Machine Set-Up Operator	656	243	19	422	303
601.280-046	Tool and Die Maker	377	113	1	31	15
604.685-026	Lathe Operator	209	67	2	86	54
609.684-014	General Machine Shop Laborer	1,024	342	77	308	221
609.685-018	Production-Machine Tender	2,818	1,000	363	930	708
615.482-022	Punch-Press Operator	497	159	44	101	68
620.261-010	Automobile Mechanic	4,373	1,345	19	858	319
620.261-022	Construction-Equipment Mechanic	615	209	0	68	29
625.281-010	Diesel Mechanic	864	289	3	193	80
625.281-034	Small Engine Mechanic	225	67	1	60	21
637.261-014	Environmental-Cntrl-Syst Installer/Serv.	827	311	5	127	41
638.281-014	Maintenance Mechanic	2,372	810	7	388	166
638.281-018	Millwright	577	195	3	91	64
660.280-010	Woodworking Cabinetmaker	401	129	6	64	27

* July 1, 1989 through June 30, 1990.

See footnote at end of table

TABLE 35

PENNSYLVANIA

REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS
BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS

(continued)

D O T CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
690.682-082	Standard Machine Stitcher	167	48	43	144	106
721.684-022	Electric-Motor Assembler	100	32	12	118	100
726.684-018	Electronics Assembler	1,558	541	393	808	459
729.687-010	Assembler, Electrical Accesories	200	62	43	13	8
739.687-030	Small Product Assembler	460	154	93	119	67
741.684-026	Spray Painter	615	185	9	194	110
781.687-010	Assembler	177	63	59	48	35
782.684-058	Sewer, Hand	278	97	82	38	17
785.261-010	Alteration Tailor	132	44	29	42	16
787.682-046	Sewing-Machine Operator	1,999	676	654	524	275
804.281-010	Sheet-Metal Worker	796	276	7	108	46
806.381-058	Trailer Assembler	221	65	10	43	22
806.684-010	Automobile Assembler	874	256	36	57	42
807.381-010	Automobile-Body Repairer	1,392	399	9	277	104
819.384-010	Combination Welder	2,452	838	9	392	247
824.261-010	Electrician	2,860	982	11	435	227

* July 1, 1989 through June 30, 1990.

See footnote at end of table

TABLE 35
PENNSYLVANIA
REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS
BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS

(continued)

D O T CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
828.281-010	Electronics Mechanic	1,650	587	27	107	49
829.281-014	Electrical Repairer	527	200	3	91	47
840.381-010	Construction Painter	2,068	624	26	403	177
844.364-010	Cement Mason	676	245	3	138	38
859.683-010	Operating Engineer	3,312	1,199	15	276	111
860.381-022	Carpenter	6,452	2,122	21	1,075	545
861.381-018	Bricklayer	790	262	1	144	52
862.381-018	Pipe Fitter	713	237	1	41	12
862.381-030	Plumber	882	296	5	112	54
862.684-014	Construction or Leak Gang Laborer	389	117	4	40	20
866.381-010	Roofer	1,345	417	7	223	103
869.664-014	Construction Worker I	10,508	3,366	73	1,890	1,164
869.684-010	Assembler I	333	140	6	419	342
869.687-026	Construction Worker II	8,475	2,728	61	2,626	1,299
899.281-014	Factory or Mill Maintenance Repairer	610	212	4	82	45
899.381-010	Building Maintenance Repairer	4,082	1,334	20	2,056	1,794

* July 1, 1989 through June 30, 1990.

See footnote at end of table

TABLE 35

PENNSYLVANIA

REGISTERED APPLICANTS AND NONAGRICULTURAL JOB OPENINGS
BY PRIMARY OCCUPATIONAL CATEGORIES AND FOR SELECTED OCCUPATIONS

(continued)

D O T CODE	OCCUPATION OR OCCUPATIONAL GROUPING	REGISTERED APPLICANTS			NONAGRICULTURAL JOB OPENINGS	
		FISCAL YEAR TO DATE *	ACTIVE		FISCAL YEAR TO DATE *	
		TOTAL REGISTERED	TOTAL	FEMALE	TOTAL RECEIVED	TOTAL FILLED
904.383-010	Tractor-Trailer-Truck Driver	5,802	1,890	44	1,153	473
905.663-014	Heavy Truck Driver	5,164	1,739	37	740	374
906.683-022	Light Truck Driver	2,904	890	39	812	444
913.463-010	Bus Driver	2,823	553	229	379	223
915.467-010	Automobile Service Station Attendant	784	209	13	349	145
915.473-010	Parking Lot Attendant	125	34	12	76	48
919.687-014	Transportation Vehicle Cleaner	419	106	11	352	202
920.587-018	Hand Packager	6,238	1,780	1,342	3,162	2,422
920.685-078	Machine Packager	1,019	297	176	570	493
920.687-014	Grocery Bagger	109	27	1	96	85
921.663-010	Bridge- or Gantry-Crane Operator	594	201	4	45	27
929.686-010	Bakery Worker	146	36	17	364	212
929.687-022	Laborer, Salvage	238	94	4	146	91
929.687-030	Material Handler	23,391	6,771	874	13,526	11,992
971.381-050	Stripper, Printing	80	21	4	51	48

SOURCE: Bureau of Research and Statistics, Employment Security Automated Reporting System (ESARS)
Table 96, June 30, 1990.

NOTES: Active data are for June 30, 1990.

All other data are the totals for the Fiscal Year to Date.

The number of Job Openings filled may exceed the number of openings received because of openings on hand
at the beginning of the Fiscal period in addition to openings received during the current Fiscal period.

* Fiscal Year to Date - July 1, 1989 through June 30, 1990.

SECTION VI

CHARACTERISTICS AND TRENDS IN UNEMPLOYMENT

This section examines recent trends in unemployment. The unemployment rate is one of the most closely watched of all economic indicators and the one that arouses the most public interest. Of course, the jobless rate is not the sole indicator of economic health; factory output, productivity, interest rates, electric utility usage, per capita income, wages, public debt, personal savings rates, imports and exports, and many other factors must be weighed in order to fully judge the state of the economy, and most of these factors are outside the scope of this report. Even employment and unemployment can be misleading if consideration is not given to the changing nature of the job market and the pay scales and benefits of the jobs being created in growth industries compared with those of jobs lost in declining industries. These difficult-to-measure factors are related to the extent to which the average person in the labor force is in an improved or worsened position after the recession of the early 1980s and the changes in the industrial base.

After six consecutive yearly declines, unemployment in Pennsylvania rose to 318,000 in 1990, representing 5.4 percent of the workforce. Table 36 provides further historical labor force data (1977 through 1990) for Pennsylvania and the nation. For comparative purposes the United States' 1990 average unemployment rate of 5.5 percent equates to 6,874,000 out of work.

The insured unemployed are those unemployed persons who are currently receiving unemployment compensation benefits. They constitute a large portion of the unemployed, but they are only part of the total. There are other groups of jobseekers who are not part of this group: exhaustees (persons who have exhausted their benefits), people who were disqualified from receiving benefits for either monetary or nonmonetary reasons, new entrants and re-entrants to the labor force, persons who were laid off from industries not covered by the Pennsylvania unemployment compensation law, and persons covered by private unemployment compensation (e.g. railroad workers). Persons who fall into these groups are still considered to be unemployed and are included in the total estimate of unemployed persons. However, it is not possible to determine characteristics of individuals in these groups, since many of them do not file claims for unemployment compensation (UC) benefits and some do not even enter a UC claims office. Hence, it is possible to study the characteristics only of the insured unemployed, since they file a UC claim and provide a variety of information for statistical purposes.

Characteristics of the insured unemployed are given in Table 37 for the state of Pennsylvania for each of the last five years (1986-1990). In 1990 nearly 62 percent of the unemployment compensation recipients were men, a reflection of the numbers of people laid off from the state's durable goods

factories. Over half of the claimants (55.15 percent) were between the ages of 25 and 44, the result of layoffs of younger workers with little seniority, as well as the difficulty always encountered by those who have little on-the-job experience. Approximately one-third of the claimants last worked in manufacturing, while wholesale/retail trade and services/miscellaneous (including government) combined accounted for over 39 percent. The construction sector also was a large contributor of unemployment with 18 percent of the insured unemployed represented in this industry.

Among occupations, structural workers had the highest share of unemployment for 1990 with an average of 22.97 percent of the total.

Table 38 ranks the 40 labor market areas in Pennsylvania by their 1989 and 1990 annual average jobless rates. The Huntingdon Labor Market Area, whose unemployment rate reached 10.0 percent in 1990, replaced the Indiana LMA as the area with the highest jobless rate in the state. Without exception, every labor market area in the state experienced an increase in its unemployment rate between 1989 and 1990. The statewide average jobless rate rose from 4.5 to 5.4 percent; the increase in the national average rate for the same period was only 0.2 percentage points. The Huntingdon LMA was the only area whose rate reached the double digit level, but there were nine areas whose rates exceeded eight percent. In both years, the Lancaster MSA had lowest unemployment rate in the state; however, its rate increased from 3.3 percent in 1989 to 4.1 percent in 1990.

Seven of the nine labor market areas with the highest unemployment rates in 1990 are in western Pennsylvania; seven of the ten whose rates are below the state average are in the eastern or central parts of the state. This indicates that western Pennsylvania has failed to recover from the recession of the 1980s as rapidly as the eastern half of the state. Much of the problem can be attributed to the massive scale-downs of employment and plant closings in such industries as primary and fabricated metals, electrical and nonelectrical machinery, transportation equipment, and mining. The Pittsburgh PMSA is a major exception to this trend. Although it suffered massive manufacturing job losses in the 1980s, its economy has stabilized and become more diversified. The Pittsburgh unemployment rate increased by only 0.2 percentage points in 1990, moving it from tenth to fourth on the list of areas ranked from lowest to highest jobless rates.

Table 38A is similar to Table 38, except that it ranks Pennsylvania's 67 counties by unemployment rate in 1989 and 1990. Juniata County posted the highest jobless rate (10.4 percent) in 1990, replacing Forest County, which had the highest rate in 1989. Chester County had the lowest unemployment rate in both years, although it increased from 2.4 percent in 1989 to 3.2 percent in 1990. Every county in the state experienced an increase in its jobless rate in 1990.

Table 39 is a listing of labor surplus areas in Pennsylvania. These are areas whose jobless rate is significantly higher than the national average for a 24-month reference period. Employers who are located in labor surplus areas are eligible for preference in bidding on federal government

procurement contracts under Defense Manpower Policy No. 4B and Executive Orders 12073 and 10582 (implementing the Buy American Act). More specific information on the criteria for labor surplus areas is given at the bottom of Table 39. The current list of labor surplus areas will remain in effect for the period October 1, 1990 through September 30, 1991. Sixteen of Pennsylvania's 67 counties and major portions of two others are classified as labor surplus areas, as are three cities in counties in which the entire county did not qualify for inclusion on the list. Most of the labor surplus areas are located in the western half of the state, where unemployment remains generally higher than in the eastern portion.

TABLE 36
CIVILIAN LABOR FORCE, EMPLOYMENT, UNEMPLOYMENT, AND UNEMPLOYMENT RATE
PENNSYLVANIA AND UNITED STATES
1977-1990 Annual Averages

(in Thousands)

YEAR	CIVILIAN LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	RATE(%)
PENNSYLVANIA				
1977	5,207	4,806	401	7.7
1978	5,306	4,938	368	6.9
1979	5,360	4,990	371	6.9
1980	5,435	5,010	425	7.8
1981	5,484	5,026	459	8.4
1982	5,489	4,889	599	10.9
1983	5,505	4,855	650	11.8
1984	5,478	4,980	498	9.1
1985	5,527	5,084	443	8.0
1986	5,637	5,251	386	6.8
1987	5,653	5,333	320	5.7
1988	5,764	5,470	293	5.1
1989	5,857	5,592	264	4.5
1990	5,901	5,583	318	5.4
UNITED STATES				
1977	99,009	92,017	6,991	7.1
1978	102,251	96,048	6,202	6.1
1979	104,962	98,824	6,137	5.8
1980	106,940	99,303	7,637	7.1
1981	108,670	100,397	8,273	7.6
1982	110,204	99,526	10,678	9.7
1983	111,550	100,834	10,717	9.6
1984	113,544	105,005	8,539	7.5
1985	115,461	107,150	8,312	7.2
1986	117,834	109,597	8,237	7.0
1987	119,865	112,440	7,425	6.2
1988	121,669	114,968	6,701	5.5
1989	123,869	117,342	6,528	5.3
1990	124,787	117,914	6,874	5.5

SOURCES: Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics. Bureau of Research and Statistics, Pennsylvania Department of Labor and Industry.

GRAPH 4
UNEMPLOYMENT RATES
UNITED STATES AND PENNSYLVANIA
ANNUAL AVERAGES 1981 - 1990

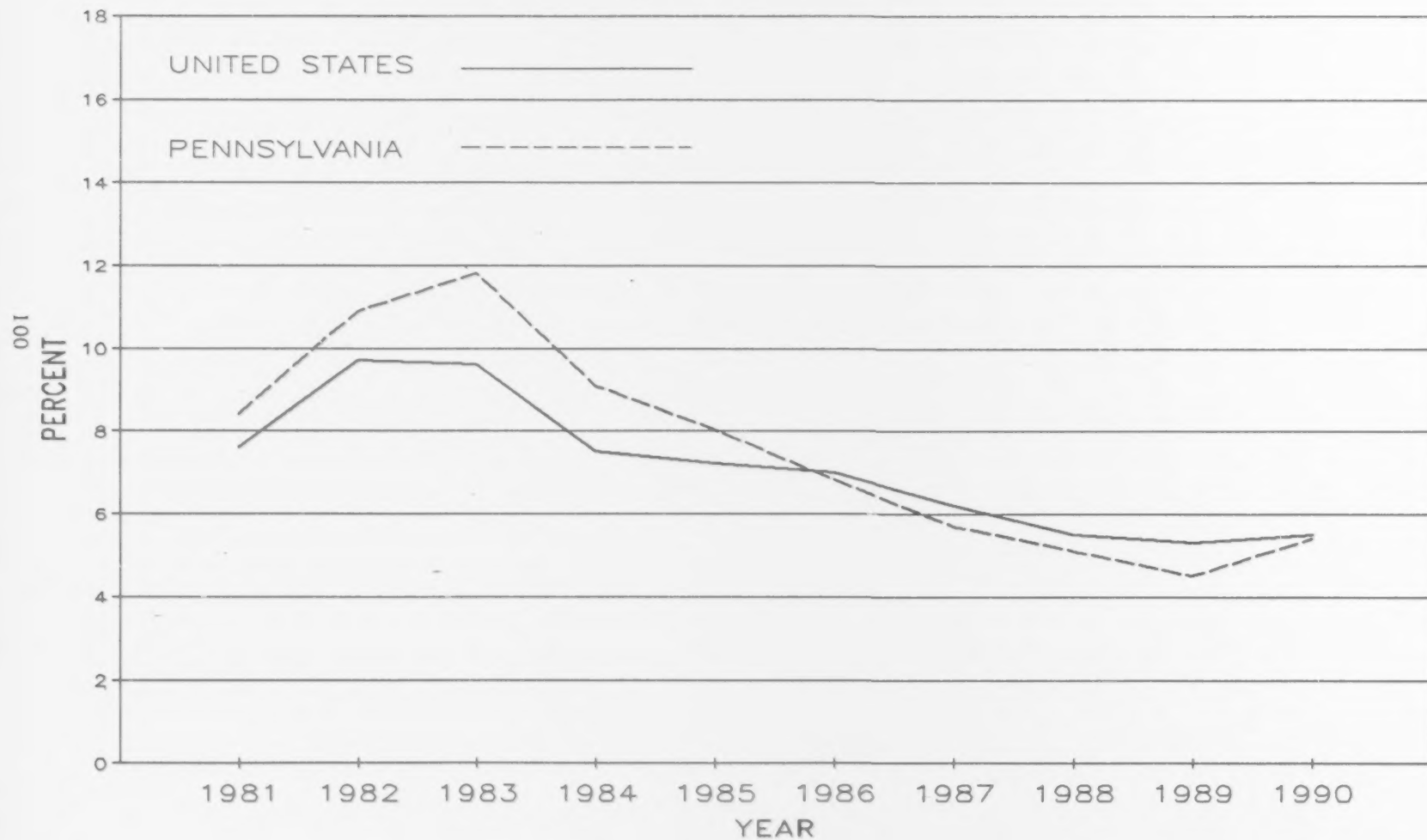


TABLE 37

PENNSYLVANIA
CHARACTERISTICS OF THE INSURED UNEMPLOYED

(Vertical Percent Distribution)

CHARACTERISTIC	Annual Average 1986	Annual Average 1987	Annual Average 1988	Annual Average 1989	Annual Average 1990
BOTH SEXES	100.00	100.00	100.00	100.00	100.00
Male	62.98	63.87	61.80	62.98	61.52
Female	37.02	36.13	38.20	37.02	38.48
ALL AGES	100.00	100.00	100.00	100.00	100.00
24 and under	12.10	12.15	12.45	12.21	13.03
25-34	30.74	31.82	32.08	31.56	30.11
35-44	23.40	23.55	23.83	24.69	25.04
45-54	17.25	16.42	16.51	16.36	17.39
55-64	15.66	15.01	13.89	13.09	12.36
65 and over	0.85	1.04	1.26	2.05	2.08
ALL INDUSTRIES	100.00	100.00	100.00	100.00	100.00
Manufacturing	46.33	37.16	33.26	33.16	33.14
Durable Goods	25.92	20.62	17.91	18.59	16.82
Nondurable Goods	20.41	16.55	15.36	14.58	16.32
Nonmanufacturing	53.67	62.84	66.74	66.84	66.86
Mining	2.64	2.84	1.86	1.43	1.21
Construction	13.70	16.76	18.34	19.02	18.46
Trans. & Publ. Util.	4.49	4.42	4.30	4.79	4.73
Wholesale & Ret. Trade	15.39	15.38	17.44	16.72	18.31
Fin., Ins., & Real Est.	2.16	3.00	3.45	3.11	2.84
Service & Misc. 1/	15.30	20.45	21.34	21.76	21.31
ALL OCCUPATIONS	100.00	100.00	100.00	100.00	100.00
Prof., Tech., & Mgr.	9.87	11.16	12.02	11.51	10.96
Clerical	10.15	11.80	12.07	12.56	13.75
Sales	4.82	4.91	5.76	6.07	6.17
Service	8.04	8.81	8.68	7.95	8.11
Farm., Fish., & For.	1.27	1.68	1.51	1.24	1.43
Processing	7.31	6.45	5.51	4.89	4.96
Machine Trades	10.41	9.39	7.47	8.11	7.86
Bench Work	14.70	11.12	10.80	9.34	11.11
Structural Work	20.58	22.44	24.43	25.03	22.97
Miscellaneous	12.84	12.25	11.74	13.30	12.67

SOURCE: "Pennsylvania Insured Unemployed", Bureau of Research and Statistics,
Pennsylvania Department of Labor and Industry

1/ Includes Services, Government, and Miscellaneous Manufacturing.

TABLE 38
RANKS BY UNEMPLOYMENT RATES FOR PENNSYLVANIA LABOR MARKET AREAS 1/
ANNUAL AVERAGES FOR 1989 AND 1990

(U.S. AND PENNSYLVANIA INCLUDED FOR COMPARATIVE PURPOSES)

AREAS	ANNUAL AVERAGE 1990			ANNUAL AVERAGE 1989		
	RANK	RATE	NUMBER UNEMP. (000'S)	RANK	RATE	NUMBER UNEMP. (000'S)
LANCASTER MSA	1	4.1	9.4	1	3.3	7.4
HARRISBURG-LEBANON-CARLISLE MSA	2	4.4	14.5	2	3.8	12.4
PHILADELPHIA PMSA	3	4.6	113.7	2	3.8	92.4
PITTSBURGH PMSA	4	4.8	47.8	12	4.6	44.8
WARREN LMA	5	4.9	1.1	10	4.5	1.0
YORK MSA	5	4.9	11.0	6	4.0	9.0
READING MSA	7	5.2	9.1	5	3.9	6.9
SHARON MSA	8	5.3	2.8	7	4.4	2.2
STATE COLLEGE MSA	8	5.3	3.6	12	4.6	3.0
CHAMBERSBURG-WAYNESBORO LMA	10	5.4	3.6	2	3.8	2.5
PENNSYLVANIA		5.4	318.0		4.5	265.0
ALLENTOWN-BETHLEHEM MSA	11	5.5	18.5	7	4.4	14.4
BUTLER LMA	11	5.5	4.2	14	4.8	3.5
DUSHORE-LAPORTE LMA	11	5.5	0.2	10	4.5	0.1
ERIE MSA	11	5.5	7.4	17	5.1	6.7
SAYRE-ATHENS-TOWANDA LMA	11	5.5	1.8	7	4.4	1.4
UNITED STATES		5.5	6874.0		5.3	6528.0
NEW CASTLE LMA	16	5.7	2.7	15	4.9	2.4
OIL CITY-FRANKLIN LMA	17	6.1	1.7	21	5.7	1.6
HONESDALE-MATAMORAS LMA	18	6.5	2.2	15	4.9	1.6
ST. MARYS-EMPORIUM LMA	18	6.5	1.3	18	5.4	1.1
BRADFORD LMA	20	6.9	1.5	24	5.9	1.2
SCRANTON--WILKES-BARRE MSA	20	6.9	25.3	19	5.5	19.9
MEADVILLE LMA	22	7.1	2.8	23	5.8	2.3
ALTOONA MSA	23	7.2	4.5	26	6.2	3.8
COUDERSPORT LMA	23	7.2	0.6	27	6.3	0.5
WELLSBORO LMA	23	7.2	1.4	20	5.6	1.0
WILLIAMSPORT MSA	23	7.2	4.4	24	5.9	3.5
SUNBURY-SHAMOKIN-MT. CARMEL LMA	27	7.5	7.0	21	5.7	5.3
JOHNSTOWN MSA	28	7.6	7.5	30	7.0	6.8
BEAVER COUNTY PMSA	29	7.8	4.7	34	7.2	4.3
FOREST CITY-MONTROSE LMA	29	7.8	1.4	27	6.3	1.1
POTTSVILLE LMA	29	7.8	5.7	29	6.4	4.7
KITTANNING-FORD CITY LMA	32	8.1	2.3	31	7.1	2.1
INDIANA LMA	33	8.8	3.1	40	8.6	3.0
CLARION LMA	34	8.9	1.6	31	7.1	1.3
LEWISTOWN LMA	34	8.9	2.8	31	7.1	2.2
DUBOIS-PUNXSUTAWNEY LMA	36	9.0	4.9	37	7.7	4.2
WAYNESBURG LMA	37	9.1	1.2	39	8.4	1.1
BEDFORD LMA	38	9.2	2.0	35	7.4	1.6
LOCK HAVEN-RENOVO LMA	39	9.8	1.5	35	7.4	1.1
HUNTINGDON LMA	40	10.0	1.9	38	8.3	1.6

1/ALL DATA ARE ON 1990 BENCHMARKS.
RATES BASED ON UNROUNDED DATA.

SOURCE: BUREAU OF RESEARCH AND STATISTICS, PENNSYLVANIA DEPT. OF LABOR AND INDUSTRY.

TABLE 38A
RANKS BY UNEMPLOYMENT RATES FOR PENNSYLVANIA COUNTIES 1/
ANNUAL AVERAGES FOR 1989 AND 1990

ANNUAL AVERAGE 1990				ANNUAL AVERAGE 1989			
COUNTIES	RANK	RATE	UNEMP. (000'S)	COUNTIES	RANK	RATE	UNEMP. (000'S)
CHESTER	1	3.2	6.5	CHESTER	1	2.4	4.9
CUMBERLAND	2	3.6	4.0	MONTGOMERY	2	2.8	10.8
MONTGOMERY	3	3.7	14.3	CUMBERLAND	3	2.9	3.2
DELAWARE	4	3.8	11.0	BUCKS	4	3.2	9.4
LANCASTER	5	4.1	9.4	DELAWARE	4	3.2	9.4
ALLEGHENY	6	4.2	27.8	LANCASTER	6	3.3	7.4
BUCKS	6	4.2	12.6	FRANKLIN	7	3.6	2.1
ADAMS	8	4.3	1.7	ADAMS	8	3.8	1.5
DAUPHIN	9	4.6	6.3	BERKS	9	3.9	6.9
LEBANON	9	4.6	3.0	ALLEGHENY	10	4.0	26.0
WARREN	11	4.9	1.1	DAUPHIN	11	4.1	5.5
YORK	12	5.0	9.3	NORTHAMPTON	11	4.1	4.8
BERKS	13	5.2	9.1	UNION	11	4.1	0.7
FRANKLIN	13	5.2	3.1	YORK	11	4.1	7.5
LEHIGH	13	5.2	7.8	LEBANON	15	4.2	2.7
CENTRE	16	5.3	3.6	MONROE	15	4.2	2.0
MERCER	16	5.3	2.8	LEHIGH	17	4.3	6.3
MONTOUR	16	5.3	0.4	MONTOUR	17	4.3	0.4
*PENNSYLVANIA		5.4	318.0	PIKE	17	4.3	0.6
BRADFORD	19	5.5	1.8	BRADFORD	20	4.4	1.4
BUTLER	19	5.5	4.2	MERCER	20	4.4	2.2
ERIE	19	5.5	7.4	SULLIVAN	22	4.5	0.1
SULLIVAN	19	5.5	0.2	WARREN	22	4.5	1.0
UNION	19	5.5	0.9	*PENNSYLVANIA		4.5	265.0
WASHINGTON	19	5.5	5.2	CENTRE	24	4.6	3.0
*UNITED STATES		5.5	6874.0	PERRY	25	4.7	1.0
NORTHAMPTON	25	5.6	6.7	BUTLER	26	4.8	3.5
LAWRENCE	26	5.7	2.7	LAWRENCE	27	4.9	2.4
WESTMORELAND	26	5.7	10.1	WASHINGTON	28	5.0	4.6
PERRY	28	5.8	1.2	ERIE	29	5.1	6.7
PIKE	28	5.8	0.8	PHILADELPHIA	29	5.1	36.9
VENANGO	30	5.9	1.5	ELK	31	5.2	0.9
PHILADELPHIA	31	6.0	44.1	WAYNE	31	5.2	1.0
ELK	32	6.3	1.1	LACKAWANNA	33	5.3	5.8
WYOMING	33	6.6	0.9	*UNITED STATES		5.3	6528.0
COLUMBIA	34	6.7	2.1	SNYDER	34	5.4	1.0
LACKAWANNA	34	6.7	7.4	COLUMBIA	35	5.5	1.7
MONROE	36	6.8	3.4	VENANGO	35	5.5	1.4
MCKEAN	37	6.9	1.5	TIOGA	37	5.6	1.0
WAYNE	37	6.9	1.4	WESTMORELAND	37	5.6	9.9
CRAWFORD	39	7.1	2.8	WYOMING	37	5.6	0.7
BLAIR	40	7.2	4.5	CRAWFORD	40	5.8	2.3
LUZERNE	40	7.2	11.5	LYCOMING	41	5.9	3.5
LYCOMING	40	7.2	4.4	MCKEAN	41	5.9	1.2
POTTER	40	7.2	0.6	LUZERNE	43	6.0	9.6
TIOGA	40	7.2	1.4	FULTON	44	6.1	0.4
FULTON	45	7.5	0.5	BLAIR	45	6.2	3.8
JEFFERSON	45	7.5	1.5	POTTER	46	6.3	0.5
SNYDER	45	7.5	1.4	SUSQUEHANNA	46	6.3	1.1
SOMERSET	45	7.5	2.5	SCHUYLKILL	48	6.4	4.7
CAMBRIA	49	7.7	5.0	CARBON	49	6.5	1.6
CAMERON	49	7.7	0.2	JEFFERSON	49	6.5	1.3
BEAVER	51	7.8	4.7	CAMERON	51	6.7	0.2
CARBON	51	7.8	2.0	MIFFLIN	51	6.7	1.4
SCHUYLKILL	51	7.8	5.7	NORTHUMBERLAND	51	6.7	3.2
SUSQUEHANNA	51	7.8	1.4	CAMBRIA	54	7.0	4.5
FAYETTE	55	7.9	4.7	ARMSTRONG	55	7.1	2.1
ARMSTRONG	56	8.1	2.3	CLARION	55	7.1	1.3
MIFFLIN	57	8.2	1.8	SOMERSET	55	7.1	2.3
NORTHUMBERLAND	58	8.6	4.2	BEAVER	58	7.2	4.3
INDIANA	59	8.8	3.1	BEDFORD	59	7.4	1.6
CLARION	60	8.9	1.6	CLINTON	59	7.4	1.1
FOREST	61	9.1	0.2	FAYETTE	59	7.4	4.3
GREENE	61	9.1	1.2	JUNIATA	62	8.0	0.8
BEDFORD	63	9.2	2.0	HUNTINGDON	63	8.3	1.6
CLINTON	64	9.8	1.5	CLEARFIELD	64	8.4	2.9
CLEARFIELD	65	9.9	3.4	GREENE	64	8.4	1.1
HUNTINGDON	66	10.0	1.9	INDIANA	66	8.6	3.0
JUNIATA	67	10.4	1.1	FOREST	67	9.1	0.2

1/ALL DATA ARE ON 1990 BENCHMARKS. RATES BASED ON UNROUNDED DATA.
SOURCE: BUREAU OF RESEARCH AND STATISTICS, PA. DEPT. OF LABOR AND INDUSTRY.

TABLE 39

PENNSYLVANIA LABOR SURPLUS AREAS
ELIGIBLE FOR FEDERAL PROCUREMENT PREFERENCE
FROM OCTOBER 1, 1990 THROUGH SEPTEMBER 30, 1991

Counties -----		
Armstrong County	Clinton County	Jefferson County
Beaver County	Fayette County	Juniata County
Bedford County	Forest County	Mifflin County
Clarion County	Greene County	Northumberland County
Clearfield County	Huntingdon County	Somerset County
	Indiana County	

Balance of Counties -----	
Balance of Cambria County	- Cambria County less Johnstown City
Balance of Westmoreland County	- Westmoreland County less Hempfield and North Huntingdon Townships

Cities and Townships -----	
Altoona City	- in Blair County
Johnstown City	- in Cambria County
Wilkes-Barre City	- in Luzerne County

The above areas have been classified by the U.S. Department of Labor as labor surplus areas for purposes of Defense Manpower Policy No. 4B (DMP-4B) and Executive Order 12073 and 10582 (implementing the Buy American Act). Employers in such designated areas are eligible for preference in bidding on Federal procurement contracts under these Acts or Orders.

To be classified as a labor surplus area a city or township must have (1) a population of 25,000 or more in the 1980 Census or in any official annual updates of census estimates and (2) have an unemployment rate of 1.2 times the national average during the reference period. Counties or balance of counties (counties less areas of 25,000 population), regardless of population size, that have unemployment rates of 1.2 times the national average during the reference period are also classified as labor surplus areas. If 1.2 times the national average during the reference period is 10.0% or greater, an area whose unemployment rate is 10.0% or greater during the same period will be classified as a labor surplus area. The reference period is determined by the U.S. Department of Labor, Employment and Training Administration and currently is January 1988 through December 1989.

An area can also be classified as a labor surplus area due to exceptional circumstances if the area experiences a significant rise in its unemployment rate that reaches 1.2 times the current national unemployment rate. This rise in the unemployment rate should be expected to last at least one year and to stay at a level high enough to meet the eligibility criteria under which the area was classified.

SOURCE: Area Trends in Employment and Unemployment, U.S. Department of Labor, Employment and Training Administration, October, 1990.

SECTION VII

POPULATIONS WITH SPECIAL EMPLOYABILITY PROBLEMS

The unemployed are not a homogeneous group. Their circumstances and problems vary from the regular, predictable, and short-term unemployment of those who work in seasonal jobs to the almost insurmountable difficulties of unskilled workers with drug or alcohol problems and a poor work history. Many of the unemployed need little more than the services of an employment agency to find another job, but many others face joblessness with the added handicaps of other problems that reduce their employability and make it more difficult to find suitable work. Poverty, single parenthood, physical or mental handicap, drug or alcohol abuse, lack of education, a prison record, or the simple misfortune of having worked in an industry that is now on the decline all complicate the search for an adequate job.

Much unemployment is of short duration; workers are laid off for a few weeks when business is slow, then recalled when the situation improves. Or, a worker quits one job and finds another within a few weeks or months. However, the long-term unemployed often have more intractable employability problems. People with a work-related disability are restricted in the types of work they are capable of performing. Table 40 provides statistics on these and other groups of people with special employability problems.

In Pennsylvania there were 1,966,300 persons classified as economically disadvantaged in 1988. About one-third of them were children under the age of 16, but more than 12 percent were between ages 16 and 21, and another 17 percent were 55 years of age or older. These people are not only from the lowest socio-economic group, but also have the added disadvantage of being young with few skills and little work experience, or middle-aged or older and often regarded as too old for retraining. Closely related to the group of young economically disadvantaged persons and often overlapping with it, are large numbers of high school dropouts and teenage mothers. Approximately 25,000 young people dropped out of high school in the state in the 1988-1989 school year. Many of the older workers entering the job market are displaced homemakers, and in 1989 there were 332,583 such persons in the labor force in Pennsylvania. Single parents often have particularly difficult employment problems because they are usually young with few salable skills, and they are often high school dropouts and/or displaced homemakers as well. There were 253,947 single parents in the 1980 census, nearly 87 percent female. More than 672,988 Pennsylvania residents received cash welfare payments in 1989, and more than 519,345 received Aid to Families with Dependent Children (AFDC) each month. In 1989, more than 83,000 persons, about 28 percent of all unemployed, were out of work for more than 15 weeks. During 1989, there were 75,800 persons who exhausted all of their unemployment compensation benefits before finding a job. In any single month of the year there were 27,000 such exhaustees unemployed and looking for work.

The U.S. Office of Management and Budget sets annual income levels to define poverty in the United States. These income criteria are given in Table 41. A family of four whose annual income is below \$12,700 is considered to be living in poverty. A person is classified as economically disadvantaged if

he or she is a member of a family receiving cash welfare payments, or has a family income below the national poverty level or below 70 percent of the Lower Living Standard Income Level (LLSIL) set by the U.S. Employment and Training Administration, whichever is higher. The poverty level criterion is uniform throughout the continental United States, but the LLSIL varies for individual states and major metropolitan areas. In Pennsylvania, there are separate LLSIL figures for the Philadelphia and Pittsburgh PMSAs; there is also an LLSIL for the remaining metropolitan statistical areas and another for non-metropolitan areas.

TABLE 40
PENNSYLVANIA
POPULATIONS WITH SPECIAL EMPLOYABILITY PROBLEMS

Economically Disadvantaged, Total (1988)	1/	1,966,300
16-21 years of age		245,900
22-54 years of age		717,100
55+ years of age		343,500
Dislocated Workers (1989 Annual Average)	1/	70,500
Persons 16-64 With a Work Disability (1980 Census)		642,761
Male		328,524
Female		314,237
High School Dropouts (1988-89 School Year)	2/	24,983
Teenage Mothers (1988)	3/	35,400
Displaced Homemakers (1989)	1/	332,600
Single Parents (1980 Census)		253,947
Male		34,040
Female		219,907
Average Monthly Number of Persons Receiving Cash Welfare Assistance - 1989	4/	672,988
Average Monthly Number of Persons Receiving Aid to Families with Dependent Children (AFDC) - 1989	4/	519,345
Long-Term Unemployed (15 Weeks or Longer) - 1989	1/	58,000
1989 Unemployment Rate (All Persons)		4.5 %
1989 Unemployment Rate (Long-Term)		1.0 %
Long-Term as a Percentage of Total Unemployed		22.0 %
Total Persons Exhausting Unemployment Compensation Benefits While Fully Unemployed - 1989	1/	75,800
Average Monthly Unemployed Exhaustees (1989)	1/	27,000

See definitions on next page.

- 1/ SOURCE: Department of Labor and Industry, Bureau of Research and Statistics
- 2/ SOURCE: Pennsylvania Department of Education.
- 3/ SOURCE: Pennsylvania Department of Health.
- 4/ SOURCE: Pennsylvania Department of Welfare.

TABLE 40

POPULATIONS WITH SPECIAL EMPLOYABILITY PROBLEMS
DEFINITIONS

ECONOMICALLY DISADVANTAGED PERSON - A member of a family that receives cash welfare payments or whose family income does not exceed the poverty level or 70 percent of the lower living standard income level, whichever is higher.

DISLOCATED WORKER - A person who has been, or will soon be, terminated or laid off from employment and is unlikely to return to his/her previous industry or occupation; or is, or will soon be, unemployed as a result of the permanent closure of a plant or facility; or is long-term unemployed and has limited opportunities for employment or reemployment in the same or a similar occupation in the area in which he/she resides.

PERSON WITH A WORK DISABILITY - A person who has a physical, mental, or other health condition which has lasted for six months or more.

HIGH SCHOOL DROPOUT - A student who falls into one of four categories:

- Left school after passing required attendance age;
- Left school after being issued a General Employment Certificate;
- Left after being issued a Farm or Domestic Service Exemption Permit;
- Left school after being committed to a correctional institution.

TEENAGE MOTHER - A mother under age 20.

DISPLACED HOMEMAKER - An individual who (a) has not worked in the labor force for a number of years but has, during those years, worked in the home providing unpaid services for family members; (b) has had the source for the income that supported the family removed; and (c) is experiencing difficulty in obtaining or upgrading employment.

PERSON RECEIVING CASH ASSISTANCE - A person who receives monetary aid under Aid to Families with Dependent Children (AFDC), General Assistance, or other cash subsistence programs operated through the Department of Public Welfare.

LONG-TERM UNEMPLOYED - A person who is unemployed for 15 weeks or more.

TOTAL PERSONS EXHAUSTING U.C. BENEFITS WHILE FULLY UNEMPLOYED - The sum of all people who have exhausted their unemployment compensation benefits during the reference year and had no income during the final compensation week for which they received U.C. benefits.

AVERAGE MONTHLY UNEMPLOYED EXHAUSTEES - An average by month of all unemployed exhaustees. Total persons exhausting U.C. benefits does not equal 12 times the average monthly unemployed for several reasons, such as some exhaustees being counted in more than one month, and persons being counted who have exhausted benefits in prior years and who are still unemployed in the reference year.

TABLE 41

U.S. OFFICE OF MANAGEMENT AND BUDGET
ANNUAL INCOME AND POVERTY LEVEL CRITERIA FOR CONTINENTAL U.S.

FAMILY SIZE	Effective Date			
	Feb 1990	Feb 1989	Feb 1988	April 1987
1	\$ 6,280	\$ 5,980	\$ 5,700	\$ 5,500
2	8,420	8,020	7,730	7,400
3	10,560	10,060	9,690	9,300
4	12,700	12,100	11,650	11,200
5	14,840	14,140	13,610	13,100
6	16,980	16,180	15,570	15,000
7	19,120	18,220	17,530	16,900
8	21,260	20,260	19,490	18,800
EACH ADDITIONAL MEMBER	2,140	2,040	1,960	1,900

U.S. EMPLOYMENT AND TRAINING ADMINISTRATION
1990 LOWER LIVING STANDARD INCOME LEVEL

FAMILY SIZE	Philadelphia PMSA		Pittsburgh PMSA	
	100%	70%	100%	70%
1	\$ 7,710	\$ 5,400	\$ 7,310	\$ 5,120
2	12,630	8,840	11,990	8,390
3	17,340	12,140	16,440	11,510
4	21,390	14,980	20,300	14,210
5	25,260	17,680	23,960	16,770
6	29,540	20,680	28,010	19,610
7	33,830	23,680	32,070	22,450
8	38,110	26,680	36,130	25,290
EACH ADDITIONAL MEMBER	4,290	3,000	4,060	2,840

Balance of Pennsylvania

FAMILY SIZE	Metropolitan Area		Non-Metropolitan Area	
	100%	70%	100%	70%
1	\$ 7,910	\$ 5,540	\$ 7,740	\$ 5,420
2	12,960	9,070	12,690	8,880
3	17,790	12,450	17,430	12,200
4	21,950	15,370	21,500	15,050
5	25,910	18,140	25,370	17,760
6	30,310	21,220	29,670	20,770
7	34,710	24,300	33,970	23,780
8	39,110	27,380	38,270	26,790
EACH ADDITIONAL MEMBER	4,400	3,080	4,300	3,010

SOURCE: Federal Register, February and April 1990, U.S. Department of Labor

SECTION VIII

APPENDIX

CONCEPTS AND DEFINITIONS

Applicants - Persons registered at the local Job Center offices. They are reasonably representative of the available worker supply in most occupational categories and for most sections of the state. These jobseekers include a large percentage of all workers in the area who are unemployed, as well as new entrants to the labor force and currently employed workers who are seeking a job change. Persons who are not currently in the labor force but who may become available for work if suitable job opportunities develop are not included in these estimates.

Average Hourly Earnings - The total money earnings for each hour worked or paid for, including premium pay for overtime and late shift work, as well as basic hourly and incentive wages.

Average Weekly Earnings - Amount computed by multiplying average hourly earnings by average weekly hours worked.

Civilian Labor Force - The sum of persons 16 years of age or older who are employed (exclusive of the armed forces), unemployed, or directly involved in a labor-management dispute.

Consolidated Metropolitan Statistical Area (CMSA) - See Metropolitan Statistical Area.

Dislocated Workers - Those individuals in the labor force who have been laid off and are not likely to return to their previous jobs. Individuals who have dropped out of the labor force (i.e., are not actively seeking work) are not counted as dislocated workers.

Durable Goods - Manufactured or processed items that are generally considered to have a normal life expectancy of three years or more. Sometimes called "hard goods". The durable goods manufacturing industries are lumber and wood products; furniture and fixtures; stone, clay, glass, and concrete products; primary metals; fabricated metal products; industrial and commercial machinery and computer equipment; electronic equipment and components; transportation equipment; measuring and controlling instruments; and miscellaneous manufactured products.

Economically Disadvantaged Person - A member of a family that receives cash welfare payments or whose family annual income does not exceed the poverty level or exceed 70 percent of the lower living standard income level, whichever is higher.

ESARS - Acronym for Employment Security Automated Reporting System for reporting and compiling characteristics of job applicants and job orders and activities performed by Job Center offices.

Goods-Producing Industries - Industries that produce a tangible product. The goods-producing industries are mining, construction, and manufacturing.

Hispanic - A person of Mexican, Puerto Rican, Cuban, Central or South American, or some other Spanish origin.

Job Training Partnership Act (JTPA) - Federal legislation that provides funds to train disadvantaged youth in marketable skills and to train older workers whose jobs have been eliminated. Each JTPA agency manages training funds for a specific geographic area known as a Service Delivery Area (SDA). Oversight is provided by a Private Industry Council (PIC) made up of representatives of both the private and public sectors and appointed by local officials. JTPA replaced the Comprehensive Employment and Training Act (CETA).

Labor Market Area (LMA) - An economically integrated geographic unit within which workers may readily change jobs without changing their place of residence. LMAs are single counties or groups of counties with a central city after which the labor market area is usually named. The boundaries depend primarily on economic and geographic factors, not on political jurisdiction or population size. Metropolitan Statistical Areas (q.v.) are large LMAs that also satisfy certain other criteria.

Metropolitan Statistical Area (MSA) - Relatively large labor market areas that contain either a central city of at least 50,000 population or a Bureau of the Census urbanized area of at least 50,000 population and a total area population of at least 100,000. A metropolitan statistical area contains one or more central counties containing the main population concentration, and may also include one or more outlying counties which have close economic and social relationships with the central counties. Such counties must have a specified level of commuting to the central counties and must also meet certain standards regarding metropolitan character, such as population density. A Consolidated Metropolitan Statistical Area (CMSA) is a MSA that has a total population of at least one million. A CMSA may be subdivided into two or more Primary Metropolitan Statistical Areas (PMSAs).

Minority - Those persons who are non-white, are of Hispanic origin, or have some characteristic which poses a barrier to employment.

Nonagricultural Wage and Salary Employment - The aggregate of employment in the goods-producing and service-producing industries and excluding agricultural employment, self-employed persons, unpaid family workers, and domestics in private households. Nonagricultural wage and salary statistics are determined primarily by a survey of employers, representing approximately 64 percent of all jobs in the manufacturing sector and 38 percent of all jobs in industries other than manufacturing.

Nonagricultural wage and salary employment refers only to employees on establishment payrolls during the sample week in each month (the week including the 12th) and includes any persons directly involved in labor-management disputes. Nonagricultural wage and salary employment figures relate to workers' place of work and not to their place of residence. To the extent that multiple job-holding exists during the payroll period, the payroll records may count a person more than once. In addition, the payroll data include commuters who live outside the labor market area or the state and who commute into the area to work; it does not include workers who reside in the area but commute out of the area to work. In other words, nonagricultural wage and salary employment is a count of jobs (not employed people) by place of work, not place of residence.

Nondurable Goods - Manufactured or processed items that are generally intended to last for a short time--less than three years. Sometimes called "soft goods". The nondurable goods industries included: food products, tobacco products, textile mill products, apparel and related products, paper and allied products, printing and publishing, chemicals and allied products, petroleum refining, rubber and miscellaneous plastics products, and leather products.

Not in Labor Force - If a person is not working, not looking for work, not involved in a labor-management dispute, and not on unpaid absence from a job, or if he or she is under age 16, then he or she is not in the labor force. Housewives, students, retirees, and children constitute the largest groups of persons who are not in the labor force. Persons who may wish to work, but because of disability cannot work, are also not in the labor force.

Per Capita Income - Total income of an area divided by the total population of that area.

Personal Income - All current income before taxes but excluding personal contributions for social security insurance.

Placement - The situation in which a local Job Center, which has an employer job order, refers an acceptable applicant to the employer and verifies that the applicant has been hired by the employer.

Private Industry Council (PIC) - A council composed of local business people and corporation officials, which develops and controls JTPA programs (q.v.).

Seasonally Adjusted Data - Data which exclude the effects of seasonal variations. Economic time series are generally subject to regular intra-yearly movements caused by social customs, production changes, and climatic conditions which tend to repeat themselves annually in a given locality (e.g. high school and college graduates entering the job market in June, increased retail trade employment during the December holiday season, layoffs in construction when cold weather arrives, etc.). When a ratio-to-moving-average method (developed by the U.S. Department of Labor) removes seasonal influences, a reliable trend is obtained for analysis.

Seasonal Employment - Employment that is affected by climatic conditions, social customs, and/or production changes.

Service Delivery Area (SDA) - A designated geographic area instituted under the Job Training Partnership Act (q.v.) in which a particular JTPA agency administers JTPA programs.

Service-Producing Industries - Industries that provide a service, rather than a tangible product. The service-producing industries are transportation and public utilities; wholesale and retail trade; finance, insurance, and real estate; services; and government.

Unemployment - State unemployment statistics are obtained as part of the national Current Population Survey (CPS). This is a monthly survey of 65,000 to 75,000 households throughout the United States conducted by the U.S. Bureau of the Census for the U.S. Department of Labor. Employment and unemployment statistics for the United States and for the eleven largest industrial states, including Pennsylvania, are derived directly from the CPS survey.

Unemployed Persons - Persons who did not work during the survey week, who made specific efforts to find a job within the past four weeks, and who were available for work during the survey week (except for temporary illness). Also included as unemployed are those who did not work at all, were available for work, and (a) were waiting to be called back to a job from which they had been laid off, or (b) were waiting to report to a new wage or salary job within 30 days.

Unemployment Rate - The number of unemployed persons as a percentage of the total civilian labor force. The rate is based on unrounded data, although rounded data may be published.

Vietnam-Era Veteran - A person who (1) served on active duty for a period of more than 180 days, any part of which occurred during the Vietnam Era (August 5, 1964 through May 7, 1975), and was discharged or released therefrom with other than a dishonorable discharge, or (2) was discharged or released from active duty due to a service-connected disability if any part of such active duty was performed during the Vietnam Era.

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(Other sources of data for specific tables are listed in the table footnotes.)

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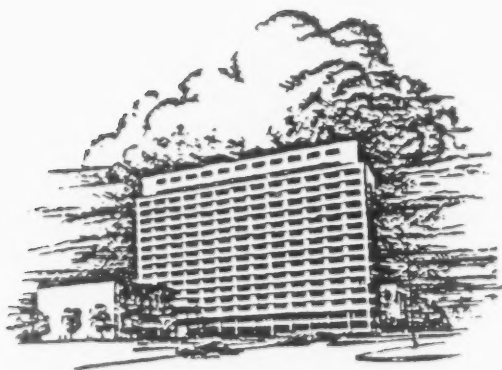


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